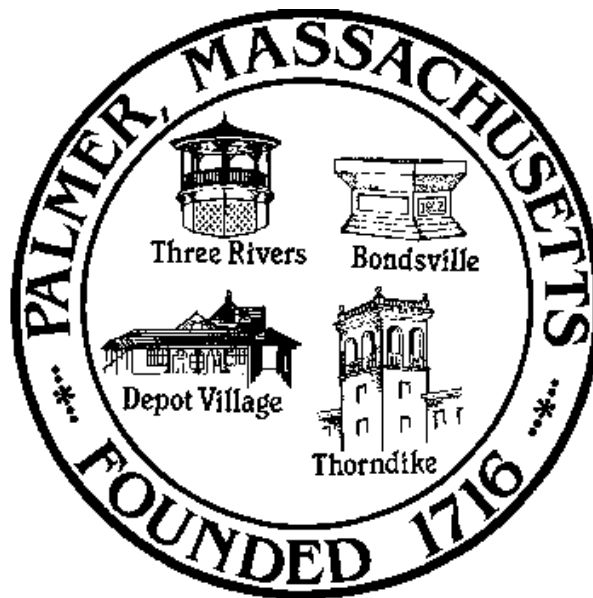


TOWN OF PALMER

FISCAL YEAR 2022

ANNUAL REPORT



JULY 1, 2021 – JUNE 30, 2022

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FACTS ABOUT PALMER

SETTLED	1716
INCORPORATED AS A DISTRICT	1752
ACCEPTED AS A TOWN	1776
LOCATION	About 15 miles east of Springfield on Rte 20
HIGHEST ELEVATION	Colonel's Mountain 1179 feet
POPULATION	Approximately 13,000
FORM OF GOVERNMENT	7-Member Town Council Town Manager
TAX RATE – FY2022	
TOWN	\$19.83 per \$1,000.00 of evaluation
FIRE DISTRICT TAX	
DISTRICT #1	\$1.57 per \$1,000.00 of evaluation
DISTRICT #2	\$1.99 per \$1,000.00 of evaluation
DISTRICT #3	\$2.71 per \$1,000.00 of evaluation
DISTRICT #4	\$2.42 per \$1,000.00 of evaluation
NUMBER OF DWELLINGS	Approximately 4,189
PROPERTY VALUATION	Approximately \$1,082,880,053
AREA	Approximately Land 20,110.00 acres. Water 457.5 acres. Total 20,568.4 acres; Square Miles: 32.14
HOSPITAL	Baystate Wing Memorial Hospital
STREETS AND HIGHWAYS	Approximately 150 miles
PUBLIC SCHOOLS	Palmer Middle/High School Old Mill Pond Elementary Pathfinder Regional Technical High School
FIRE PROTECTION	Four Fire Districts: Palmer Fire District 1: Chief William Bernat heads a 32-member call force with a full time Captain and Lieutenant; Three Rivers Fire District 2:

FIRE PROTECTION (CONT)

Chief Scott Turner heads a 19-member call force;
Bondsville Fire District 3: Chief John Daniels heads a
22-member call force;
Thorndike Fire and Water District 4 are protected by
Palmer Fire District 1.

TRANSPORTATION

PVTA Village Bus, Peter Pan Bus (Walnut Street,
Palmer), Council on Aging Van for transportation for
seniors.

POLICE

22-member, full-time police department, 12
Reserve/Special police officers and Emergency Dispatch
center headed by Chief of Police, Christopher Burns.

RECREATIONAL FACILITIES

Walter (Beebe) Chase Memorial Park,
Legion Field, Eager Playground, Palmer, Nick Laviolette
Park, Three Rivers, Hyrnewitz Park at Three Rivers
Common, and Endelson Playground, Bondsville.

PUBLIC LIBRARY

1455 North Main Street, Palmer

**GOVERNMENTAL DISTRICT
AND REPRESENTATIVES FOR THE
TOWN OF PALMER**

UNITED STATES SENATORS

Elizabeth Warren, Democrat
Edward Markey, Democrat

REPRESENTATIVE IN U.S. CONGRESS

First Congressional District
Richard E. Neal

Second Congressional District
James P. McGovern

EXECUTIVE COUNCIL

Seventh Councilor District
Vacant Since October 2019

SENATOR IN GENERAL COURT

Worcester, Hampden, Franklin
and
Hampshire Senatorial District
Anne Gobi

**REPRESENTATIVE IN GENERAL
COURT**

First Hampden Representative District
Todd M. Smola

**HAMPDEN COUNTY DISTRICT
ATTORNEY**

Anthony D. Gulluni

ACKNOWLEDGEMENT OF RETIREMENTS

Sergeant Rodney North	Retired 07/01/2021	36 years of Service
Detective Paul Lukaskiewicz	Retired 07/15/2021	31 years of service
Patrolman John Melnick	Retired 06/16/2022	31 years of service
Senior Dispatcher Catherine Costa	Retired 04/10/2022	20 years of service

ACKNOWLEDGEMENT OF DEATHS

PATHFINDER REGIONAL SCHOOL COMMITTEE
Michael J. Cavanaugh

BOARDS AND COMMITTEES

BOARD OF APPEALS

Norman Z. Czech (Appointed)
Dennis Fountain (Exp. 2024)
Ingrid Thompson (Exp. 2024)
Vacant, Alt.
Vacant

BOARD OF ASSESSORS

Lawrence M. Jasak (Exp. 2024)
Michael J. Burns (Exp. 2023)

BOARD OF REGISTRARS

Susan Coache, Town Clerk (Exp. 2025)
Carol Murphy (Exp. 2024)
Helena Jalbert (Exp. 2024)
Joan Majka (Exp. 2025)

BOARD OF HEALTH

Paul Benard (Exp. 2024)
Carol Sikorski (2023)
Angela McGrath (2023)
Christina Florence, Health Supervisor

CONSERVATION COMMISSION

Peter Izyk (Exp. 2023)
David Cotter (Exp. 2025)
David Blais Jr.(Exp. 2024)
Dorothy Lawrence (Exp. 2024)
Lucas McDiarmid (Exp. 2024)
Nicholas Zeo (Exp. 2023)
Sarh Fortune, Conservation Agent

COUNCIL ON AGING

Genevieve Bates (Exp. 2023)
Peggy Corriveau (Exp. 2023)
Betty Koss (Exp. 2023)
Dorothy Nadolski (Exp.2023)
Sandra Gilman (Exp. 2023)
Bernadette Pearson (Exp. 2024)

HISTORICAL COMMISSION

Elizabeth Donaldson (Exp. 2024)
Lisl Donaldson (Appointed)
Patience Hartley (Exp. 2025)
Helene O'Connor (Associate Member)
Frances Nowak (Exp. 2023)
Stephen Nowak (Exp. 2023)
Kevin Kopacz (Exp. 2022)

LICENSE COMMISSIONERS

Robert Frydryk (Reappointed)
Ryan McNutt (Reappointed)
Michael Magiera (Reappointed))
Jessica Sizer (Reappointed)
Christopher Burns (Exp. 2024)

PALMER CULTURAL COUNCIL

Carol Holden (Exp. 2023)
Beth Zelazo (Exp. 2024)
Nancy Roy (Exp. 2023)
Sandy Noonan (Exp. 2024)
Donald Blais, Jr (Exp. 2024)

PALMER HOUSING AUTHORITY

Brian E. Scott (Exp. 2025)

Russell Webb (Reappointed)
Victoria Miner- State Appointee
David Bussell – (Exp. 2025)
Catherine Izyk (Exp. 2025)

PALMER REDEVELOPMENT AUTHORITY

David Flebotte (Exp. 2024)
Brenda Binczewski (Exp. 2025)
Ben Hood (Exp. 2023)
– State Appointee

TOWN COUNCIL SUBCOMMITTEES

TOWN MANAGER GOALS COMMITTEE

Barbara Barry
Matthew Lemieux
Jessica Sizer

ORDINANCE REVIEW COMMITTEE

Philip Hebert
Matthew Lemieux
Robert Lavoie

TOWN COUNCIL RULES REVIEW COMMITTEE

Barbara Barry
Matthew Lemieux
Jessica Sizer

ECONOMIC DEVELOPMENT LIASON

Karl Williams

BUDGET SUBCOMMITTEE

Barbara Barry
Jessica Sizer
Matthew Lemieux

TOWN MANAGER PERFORMANCE EVALUATION UPDATE COMMITTEE

Barbara Barry
Karl Williams
Matthew Lemieux

SCHOOL COMMITTEE LIASON (PALMER PUBLIC SCHOOLS)

Barbara Barry

PATHFINDER LIAISON

Robert Lavoie

GREEN COMMUNITIES COUNCIL REPRESENTATIVE

PVTA ADVISORY BOARD

Ben Hood

ELECTED OFFICIALS

COUNCILORS AT LARGE

Robert Lavoie (Exp. 2023)
Jessica Sizer (Exp. 2025)
Mark Caci (Exp. 2024)

DISTRICT COUNCILORS

Barbara A. Barry, District #2 (Exp. 2024)
Karl Williams, District #3 (Exp. 2024)
Matthew Lemieux, District #4 (Exp. 2025)
Philip Hebert, District #1 (Exp. 2023)

PLANNING BOARD (4 yrs.)

Michael Marciniec (Exp. 2025)
Michael Dee (Exp. 2025)
Norman Czech (Exp. 2024)
Kathleen Burns (Exp. 2023)
Thomas Skowrya (Exp. 2023)

SCHOOL COMMITTEE (4 yrs.)

Anthony Bradon (Exp. 2024)
Sandra Noonan (Exp. 2025)
Erica Nadeau (Exp. 2025)
Joseph Nompoggi (Exp. 2023)
Bonny Rathbone (Exp. 2023)

PATHFINDER REGIONAL SCHOOL COMMITTEE

Robert Lavoie (Exp. 2022)

APPOINTED OFFICIALS

Town Manager	Ryan McNutt
Director of Municipal Finance/Town Accountant	John Kuzmiski
Economic Development Director/Town Planner	Linda Leduc
Town Clerk	Susan Coache
Community Development Director	Sarah Szczebak
Veteran's Agent/Burial Agent/Graves Officer	Jennifer Baker
Building Inspector	Bonita Weeks
Gas Inspector	Gary Stahelski
Electrical Inspector	Gerald Weston
Plumbing Inspector	Gerald Nichols
Board of Health Supervisor	Christina Florence
Animal Inspector/Dog Officer	Sydney Plant
Sealer of Weights & Measures	Susan Petzold
Director of Public Safety	Christopher Burns
Treasurer	Linda St. Onge
Tax Collector	Carolyn Baldyga
Emergency Management Director	Willam Bernat
Town Assessor	Kerri-Anne Wenzel
Department of Public Works Director	Matthew Morse
DPW Operations Division Director	Richard Josephson
DPW Wastewater Division Director	Kenneth Lord
Council on Aging Director	Marlene Johnson
Pioneer Valley Planning Commission	Michael Marciniac
Environmental Certifying Office Hearings Officer/Building Code Violations	Bonita Weeks

TELEPHONE DIRECTORY

For Questions Regarding:

Call this Department:

Phone:

Appeals (zoning issues)	Appeals, Board of	283-2605
Assessments, Abatements	Assessors, Board of	283-2607
Building Permits, Electric Permits, Plumbing, gas & wiring Permits, Zoning Enforcement	Building Inspector	283-2638
Burial Records, Cemetery Plots	Cemetery	283-2664
Emergency Preparedness, Catastrophe	Civil Defense	283-8792
Future planning for Palmer	Community Development Dept. Palmer Redevelopment Authority	283-2614 283-2605
Wetlands Management	Conservation Commission	283-2611
Senior activities, Information & Transportation	Council on Aging	283-2670
Animal Control	Dog Officer	283-7770
Health, Sanitation, Septic Permits/Title V, Food & Beverage License & Tobacco License	Health, Board Of	283-2606
Road Maintenance, snow & ice removal	Department of Public Works	283-2615
Federally funded elderly housing	Palmer Housing Authority	283-9311
All library services	Palmer Public Library	283-3330
Park & Field Maintenance	Department of Public Works	283-2615
Planning, Land Use, Zoning	Planning Board	283-2605
Public Schools	Schools:	
	Old Mill Pond Elementary	283-2630
	Palmer High School	283-2621
	Pathfinder Regional Vocational Technical High School	283-9701
	Superintendent of Schools	283-2650
Scale, Weight Certification	Sealer of Weights & Measures (Residence)	283-4070
Committee Appointments, Class I, II & III Licenses, Amusement/Entertainment Licenses, Street Entrance, Street Excavation	Town Manager	283-2603
Parking Tickets, Property & Excise Tax Bills	Tax Collector	283-2601
General Accounting	Town Accountant	283-2602
Births, Deaths, Marriages, Dog Licenses, Business Certificates, Elections & Voter Registration	Town Clerk	283-2608
Bill Payment, Payroll, Insurance Benefits	Town Treasurer	283-2694
Veteran's Information/Referrals Benefits	Veteran's Agent	283-2610
EMERGENCY NUMBERS - 911	Fire – Bondsville	283-9036
	Palmer	283-3861
	Three Rivers	283-7161

14-Jun-22			TOWN OF PALMER ANNUAL ELECTION OFFICIAL RESULTS				
			Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals
COUNCILOR AT LARGE 2 YEAR							
Blank			1	16	11	7	35
John M. Comerford			15	12	16	14	57
Lucas George McDiarmid			44	86	73	45	248
Marc J. Caci			95	60	56	67	278
Write In			3	2	0	0	5
COUNCILOR AT LARGE 3 YEAR							
Blank			13	17	10	8	48
Jessica R. Sizer			80	93	90	68	331
Timothy James Cienciwa			65	66	56	57	244
Write in			0	0	0	0	0
COUNCILOR DISTRICT 4							
Blank			N/A	N/A	N/A	40	40
Matthew J Lemieux			N/A	N/A	N/A	90	90
Write in			N/A	N/A	N/A	3	3
SCHOOL COMMITTEE							
Blanks			93	127	99	92	411
Erica Nadeau			98	96	84	82	360
Sandra J. Noonan			124	128	123	89	464
Write in			1	1	6	3	11
Scott Day							9
PLANNING BOARD							
Blanks			95	139	116	100	450
Michael Marciniec			93	102	87	82	364
Michael Dee			123	109	108	82	422
Write in			5	2	1	2	10
Jeff Florence							3
Total # of Voters			158	176	156	133	623
Percentage of Voters that Voted:				6.85%			

TOWN COUNCIL

I hereby submit the report of the Town Council for Fiscal Year 2022.

Some items that were moved forward in FY22 include:

- Approved funding to rebuild the track and address drainage issues at Duke Field on the Palmer Public School campus. This project will be funded in part with ARPA funds, the federal governments economic stimulus bill to speed up the nation's recovery from the effects of the COVID-19 public health emergency.
- Town Council supported a \$50,000 heating fuel assistance program (from ARPA funds) supported with another \$9,500 in grant funds obtained from the MA Attorney General's Office.
- Supported funding for a full-time Recreation Director.
- A tax foreclosure auction of three (3) properties was held which resulted in \$145,500 of revenue to the town and the return of these properties to the tax rolls.
- Conducted multiple community forums to update residents about various community issues and allow for community input and dialogue.
- Completed a Sewer Rate Study and 10-Year Capital Plan for the Wastewater Treatment Plant facility and sewer infrastructure.
- Supported and passed a Town dedication and honorary naming policy ordinance.
- Created a Master Plan Implementation Committee to provide input and monitor progress towards the goals specified in the Town's Master Plan.

This year saw the retirement of several employees who have had long careers with the Town: Gerald Skowronek, Public Works Director, John Kuzmiski, Finance Director/Town Accountant, Denise Bucior, Administrative Assistant in the Assessor's Office, Sergeant Rodney North, Officer Paul Lukaskiewicz, Officer John Melnick and Dispatcher Catherine Costa. We wish them all a happy and healthy retirement and thank them for their service and commitment to the Town.

The Town Council extends its sincere appreciation to all the volunteers who serve on Town Boards, Committees and throughout the community, and to all Town employees for their exceptional and dedicated service to the Town of Palmer.

Respectfully Submitted,

Barbara A. Barry
Town Council President

TOWN MANAGER



The town manager is the chief executive officer of the municipality and is responsible for the day-to-day operations of the town. The Manager ensures that town services are performed in accordance with town council's policies and within the capability of the town's resources. In addition, the Manager keeps the town council apprised of the town's financial condition and the future needs of the town. The Town Manager is appointed by the town council and works very closely with them. The town council is responsible for setting the policy direction of the town.

In the Town Manager's Office, and throughout all town departments, we strive to deliver the best possible services to our community. We are dedicated to our organization's values of responsiveness, integrity, passion, innovation, and partnership.

It is my pleasure to submit my third annual report. The diligent, dedicated staff of your Town worked to keep offices open, services maintained and continued, and they advanced projects that will improve the quality of life for residents of Palmer's villages.

The Fiscal Year from July 2021 to June 30, 2022, Was one of personnel changes and renewal of purpose for Town government. The new Master Plan was recently completed, and committee was formed to coordinate the implementation of this Plan. The year saw a turn to focus on infrastructure with projects at the Water Treatment Pollution Control Facility, sewer and water lines, and corridors where we are working to attract development into Town.

Aging infrastructure is another challenge, not unique to Palmer, but it has been frustrating and inconvenient to residents, especially with two closed bridges. Palmer has nine bridges that cross four rivers. In many cases the bridges were originally constructed eighty-years ago and have served their useful life. Massachusetts Department of Transportation has reviewed and closed two of the bridges in the past two years.

In the past year, a plan to address the Church Street bridge has been developed and is now being implemented. Over the next twelve months, the existing bridge that spans the Ware River will be demolished and a new bridge erected in its place. Getting these travel routes open, truck traffic off the detours, and assisting the large mill complex renovation is vital, but will require continued patience from residents as the project progresses to completion.

The Town has a new Executive Assistant to the Town Manager, Accountant, Public Works Director, Community Development Director, and Assessor. The Town added a new Code Enforcement and Zoning Officer in the Building Department. Additionally, the Town has a new full-time Recreation Director. These new staff bring fresh energy and perspective to their departments and the new position will enhance the ability to address quality of life issues and promote the attractive amenities available in Palmer.

Many residents, both long-standing and new are unaware of what the Town has to offer with open-space, trails, and recreation opportunities. The new position will serve to highlight these assets as well as expand the offerings in the coming years.

The Town also completed the regional Animal Control facility, by buying the old animal hospital on Palmer Road in Monson. This facility was acquired at a fraction of the costs constructing a new building would entail. This new facility will be larger and safer for animals, staff, and allow for additional services like kenneling or pet washing.

I want to express my sincere appreciation for all the dedicated department heads, town staff, elected officials and the numerous volunteers who serve on the many boards, commissions, and committees for all their hard work and commitment to make Palmer a great community in which to live, and for their contributions to this year's important accomplishments.

I would like to thank the members of the Town Council that have placed their trust in me to lead this community and I will work diligently for their support and for the leadership they have provided in establishing the policies and goals that have allowed Palmer to move forward.

Palmer provides a breadth of high-quality services to its residents through the concerted efforts of many employees and volunteers serving on boards and committees. My heartfelt "Thank you" is extended to each of them for their commitment to making Palmer an incredibly special place to live.

Palmer Forward

Ryan McNutt

Town Manager

Town Clerk

FY22 Marriages

Date	Name	Town	Name	Town
July				
17	Paul R. Shipman	Palmer	Monique N. Cutty	Palmer
17	Carlos R. Furtado	Palmer	Sandra A. De Deus	Palmer
24	Michael Batista Pires	Palmer	Agata Malgorzata Pasieka	Palmer
August				
7	Frederick J. Kotowski	Palmer	Amanda F. Howell	Palmer
9	Steven M. Tomlinson	Palmer	Meredith A. Frydryk	Palmer
14	John Paul Kokoszyna	Palmer	Constance S. Lamb	Palmer
14	Damian M. Ortiz	Palmer	Jocelynn A. Bousquet	Palmer
14	Joseph S. Miller	Palmer	Laura M. Belanger	Palmer
15	Jeffrey T. Hughes	Palmer	Ashley J. Dubrino	Palmer
20	Kevin J. Strathdee	Palmer	Caroline Francesca Munich	Palmer
28	William L. Rowe III	Palmer	Erin E. Gilmour	Palmer
28	Jared N. Jackson-King	Palmer	Emily J. Messing	Palmer
September				
2	John Kareta	New Market,MD	Megan E. Gooch	New Market,MD
5	Andrew C. Kenyon	Ware	Cheyene D. Garcia	Palmer
5	Bhavin D. Patel	Palmer	Sara E. Victor	Springfield
5	Francis A. Hooper Jr.	Palmer	Kristen M. Hubbard	Palmer
17	Colton A. Skorupski	Palmer	Jessica T. Grubert	Palmer
October				
1	Adam D. Peck	Scottsdale, AZ	Tiffany M. Bacon	Scottsdale AZ
10	Benjamin D. Skiver	Palmer	Stephanie A. Perez	Warren
15	Patrick J. Mannix	Ware	Heather M. Palmere	Ware
24	Christoper Brian Muldrew	Palmer	Jennifer Marie Champagne	Palmer
30	Thomas Francis McDonald	Boston	Jillian Mee-Young Wagner	Boston
30	Eric M. Anderson	Palmer	Jill R. Hayden	Palmer
31	Devin J. Delisle	Monson	Anna M. Gosselin	Monson
November				
11	Matthew J. Hilario	Palmer	Shanon M. Hardy	Palmer
20	Julio Daniel Cruz Cruz	Palmer	Deborah Maldonado Caraballo	Palmer
December				
10	Jason M. Montanari	Palmer	Renee Marie Barnes	Palmer
18	Pedro J. Mateo	Palmer	Jodi L. Papadonis	Palmer
31	Timothy Joseph Denson	Oxford	Stephanie Anne Pope	Palmer

January				
11	Matthew R. Frydyrk	Palmer	Alice E. Efland	Palmer
13	Dorian J. Beasley	Palmer	Danielle C. Boyd	Palmer
24	Jaime S. Williams	Palmer	Megan E. Parker	Palmer
February				
2	Andre J. Mercier	Palmer	Morgan G. Myers	Belchertown
6	Richard J. Williams	Palmer	Audrey M Lehman	Palmer
12	Jason R. Voyik	Monson	Allison L. Pereira	Palmer
14	Thomas A. Lyons	Palmer	Donna M. Forest	Palmer
21	Paul Z. Eusebio	Palmer	Lurdes Valdegas	Palmer
22	Axel G. Hernandez	Belchertown	Luz Alvarez	Belchertown
22	Randy Auclair	Palmer	Lindsey A. Winship	Palmer
March				
5	Tyler J. LaCamera	West Springfield	Alysha L. Poor	West Springfield
12	Kevin L. Aldrich Jr.	Palmer	Laura E. Mesheau	Palmer
13	John W. Ryan	Palmer	Meredith M. Oliver	Palmer
26	Gnazoa P. Zady	Palmer	Miriam J. Maberry	East Longmeadow
April				
8	Richard S. Page	Palmer	Felicia Lea Heyes-Lemieux	Palmer
15	Keith Alan Holuk	Palmer	Katiuscia Nifosi	Palmer
22	Keith Alan Gorham	Marlboro VT	Bandy Autumn King	Marlboro VT
30	Matthew D. Corsi	Palmer	Hope A. Moynahan	Palmer
30	Nicholas P. Sulda	Palmer	Emily A. Maclean	Palmer
May				
6	Benjamin R. Belden	Palmer	Leah A. Sheets	Palmer
7	Hector Lebron JR.	Belchertown	Melanie Rivera	Palmer
14	David R. Soto	Palmer	Amanda R. Clark	Hampden
16	Walter J. Lamb	Palmer	Crystal H. McBride	Palmer
21	Joseph T. Malloy	Palmer	Caila Ann Mills	Palmer
22	John Leo Girouard	Palmer	Brenda Lee Thompson	Palmer
23	Foldwel Kundayi	Indianapolis, IN	Christine A. Waswa	Palmer
27	Michael Lee -Scott Harrison	Palmer	Megan J. Nelson	Palmer
June				
11	Christopher Stephen Czupryna	Palmer	Christine Elizabeth Chevalier	Palmer
14	Kendall B. Trenchard	Palmer	Dawn S. Sanderson	Palmer
18	David R. Azevedo	Palmer	Shannon G. Breyare	Palmer
25	William Manuel Perez IV	Palmer	Emma Kathleen Gibson	Palmer
26	Timothy Fitzpatrick Romeo	Palmer	Tess Cerullo Froio	Palmer

Deaths FY22

July 2021

5	Nadle, Edward Louis	79
6	Mitchell, Francis T	84
7	Baird, Lorrie A	65
7	Ford, Gurney	77
8	Newton, Sharon Eileen	77
9	Champney, John Stanley	74
9	Cogburn, Barbara Jean	89
9	Morton, Rita G	76
9	Nowak, Walter G	58
19	Haggerty, Maryanne	66
20	Gould, Meredith L	94
24	Barone, Irene Grace	90
24	Caplette, James Paul	61
24	Leveillee, John	50
27	Haire, Raymond S	90
28	Doane, Wilmer Russell	81

August 2021

1	Silliker, Elaine T	87
5	Clark, Rose M	63
5	Mann, Barbara J	79
8	Lajzer, Francis N	85
9	Pandeni, Arthur	67
11	Whiting, Ruth M	94
12	Platt Jr, Bruce A	50
16	Owens, Raymond	59
18	White, Steven D	58
19	Francis, Edward William	88
19	Sweet, Sandra	77
21	Boucher, Elaine M	74
22	Talbot, Shirley Joyce	92
23	Marshall, Eric Albin	71
25	Kolek, Gertrude Bugbee	90
25	Malzenski, Mary Ann	97
26	Wrubel, Elaine H	70
28	Crosbie, Thomas	75
28	Lallier, Marielle M	82
29	Johnson, Patricia	80
31	Liapis, Patrick	59
31	O'Connor, Michael J	92

September 2021

4	Chandler, Kenneth Roy	86
4	Glod, Edward Andrew	93
4	Puca, Virginia Patricia	80

6	Landry Jr., John	37
7	Flood, Carol	86
8	Allen, Everett S	100
8	Rozzen, Donna	47
10	Hendrickson, Barbara A	79
11	Shackett, John F	87
14	Jenkins, Joyce Janelle	86
15	Roncarati Sr., Robert David	80
16	Nascimento, John	89
19	Boudreau, Robert David	74
19	Furgal, Charles A	89
21	Ziobrowski, William M	90
26	Sullivan, Beverly A	86
28	Cecchetelli, Domenic	83
28	Iwasinski, Joseph Francis	85
28	Sharlow, Edward W	61
30	Arsenault, Adrienne B	92
30	Lagacy, Ellisha Mary	34
30	Pacunas, Kristopher Jeffrey	42

October 2021

2	Sherman, Virginia Ann	83
3	Anderson, Marjorie L	58
4	Read, Hope Dorice	65
4	Roncarati II, Louis Fred	56
5	Fisher, Carol Ann	85
9	Blood, Ramon M	90
10	Erickson, Margaret	90
10	Mailman, John A	79
15	Kustra, Penelope	61
16	Kerstetter Sr., Frank Urban	87
19	Bradway, Wayne E	80
19	Labelle, Jason Roger	49
20	Valiton, Russell G	60
22	Geer, Ramona Mary	61
23	Burke Sr., Charles Joseph	87
25	Burke, Evelyn Marie	86
26	Hopfe, Olivia Ida	89
26	Willard, Mildred A	80
27	Lapointe, Isabella Marie	5m26d
27	Newell, Stephen	68
28	Mednick, Loren J	88
29	Ahearn, Emmett F	90
29	Gundersheim, Julius	86
30	Hebert, Maureen Ann	61

November 2021

4	Locke, Paula Mary	50
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4	Lunden, Douglas J	58
4	Theberge, Albert J	86
5	Clarke, Delina T	87
5	Fell, Robin Lee	60
5	Giguere, Kelly Lyn	54
5	Lydon, Carol Ann	71
5	Provost, Gerard Armand	78
9	Stanley, Thomas W	53
10	Maston, William Brent	40
14	Boos, Erica Angelina	52
15	Bechard Sr., Michael A	60
19	Galvan, Hilaria	79
20	Kelly III, James J	76
21	Sepiol, Noreen M	79
22	Manseau, Robert William	76
22	Moquin Jr, Glenn J	31
27	Bonneville, Susan H	76
29	Cusson, Susan	60
30	Labroad, Joseph Lucien	74
30	St George Sorel, Lauretta R	81

December 2021

5	Kaiser, J Kurt	78
6	Champiney, Betty Ann	86
8	Alicea Diaz, Damian	20
10	Clapin, Shirley	89
10	Diaz, Pedro	33
11	Butler, Wayne P	50
11	Frazier, Matthew D	22
14	Mastalerz, Steven Edwin	62
15	Barney, Matthew J	46
17	Guzik Jr, Michael B	83
18	Allen, Jeannette	83
19	Besaw, Verna Florence	85
20	Tindell, Wanda Fay	81
21	Courtney, Jean Bella	90
22	Hunt, Audrey Margaret	78
23	Cutler, Timothy D	61
29	Bedoya Vasquez, Neftali	85
29	Chudy, Sophie	100
30	Falero, Angel	68
30	Marczyk, Theodore J	87

January 2022

1	Korzec, June M	98
1	NG, Hup C	89
1	Pari, Carol Anne	57
4	Couture, Therese Rosemarie	91
4	Droz, Louise Marie	60

4	Magiera Ruth Elaine	89
5	Bowler, Shirley Joan	93
5	Mercier, Judith E	65
6	Gabbie, Jane Virginia	103
7	Salamon, Dolores Ann	86
9	Goddu, Paul M	69
9	Silva, Richard F	74
10	Stasiowski, Maryann E	35
11	Dupuis, Jason Todd	49
12	Racine, Paul Rene	71
12	Stefanowich, Anna S	102
13	Bano, Saeeda	80
16	Baxter, Fredrick John	90
18	Bergeron, Donald A	90
19	Gerleip, Arlene D	91
19	Langevin, Kenneth Neil	66
19	O'Connor, James Michael	75
20	Beausoleil, Constance	88
20	Bergeron, Richard	68
20	Oliver, Eda R	83
20	Towne Jr., Frank E	83
20	Warren, Edward Paul	93
23	King, Barbara Ellen	62
24	Breguet, Patricia A	81
24	Rose, Theodore D	78
27	Keith, Pamela	62
27	Pease, Beverly Anne	84
29	Tuttle, Lori Ann	57
30	Hyde Jr., Louis Dwight	79
31	Burgoyne, William L	73

February 2022

3	Quiles, Hector Richard	40
7	Thompson, James Martin	76
9	Franco Delvalle, Shannon	41
10	Cavanaugh, Michael Joseph	92
10	Thomas, Kiana Skyy	30
12	Patrick, Howard Wilfred	78
14	Gubala, Joseph John	67
14	Machnik, Simone	71
16	Axiotis, Custer Jay	68
18	Brazas, Robert Nick	77
18	Czarnecki, Louise C	97
18	Robert, Lea E	92
20	Labrecque, Laura E	94
20	Fulginiti, Frank	67
21	Baldwin, Shirley Ann	80
24	Decesare, Jacob A	36

26	Parmenter, John R	76
27	Clark, Lillian A	81
27	Monteiro, John Joseph	96
28	Carson, Patricia	74

March 2022

5	Madore, Joseph RR	75
8	Croteau, Karen A	66
12	Abernathy, Joshua J	39
14	Kopec, Michael J	81
15	Miller, Dawn Henderson	58
17	Sarrette, Lissa	60
17	Teczar, William J	73
20	Lyons, Thomas A	77
23	Buzzell, Daniel Ralph	74
23	Randall Jr., Gerald Henry	59
24	Hull, Daniel A	80
26	Schoppe, Sandra Mae	80
27	Serrenho Jr., Joaquim	86
27	Smith, Barbara Ann	61
29	Cwiok, Sandra Jean	62

April 2022

7	Gancarz, Eugene Stanley	79
7	St. Amand, Rae	77
9	McKee, Dean A	67
9	Roche, Ann Marie	51
12	Scanton, Duane L	87
13	Benoit, Eileen C	90
14	Czarnecki, Theodore E	74
15	Lazarz, Alan W	63
15	Rocca, Roger H	79
15	Ryan, Bertha M	97
18	Schofield, David Wayne	68
18	Wojnilowicz, John	94
24	Lord, Michael William	57
24	Marx, Stella	65
25	LaPolice, Patricia Louise	53
26	Boisvert, Earl J	69
26	Domey, Angela Doris	96
28	Carroll, Heather	35
29	Sawyer, Beverly J	88
29	Shea, Edward Joseph	85

May 2022

2	Haladyna, Shirley Louise	92
3	Thornholt, William Louis	64
4	Brouillette, Francis Timothy	78
5	Massey, Glenn Dwight	64
5	Osgood, Carolyn Ann	85

7	Dunican Sr., David Wayne	81
8	Ertel, Justice Lyric	19
8	Forgette, Gerald Allan	69
8	Reale, Dianna Gaylor	70
14	Dowling, Rosemary Anne	86
15	Macinnes, Anthony Karl	36
17	Grady Jr, John D	43
17	Lebida, Marie L	70
22	Handzel, John Stanley	97
23	Leblanc, Jeannine Marie	78
25	Dacey, William	75
25	Lachance, Carol A	70
27	Baker, Teresa Catherine	61
30	Lebron-Alvelo, Luis Yadiel	23
30	Outhuse, Ruth Elaine	89
30	Pascale, Reynold John	83
31	Keegan, Patricia Ann	87

June 2022

1	Nichols, John Anthony	87
3	Murphy, Walter	69
4	Kennen, Joanne Marie	69
5	Poole, Joan N	96
6	Laviolette Sr., Robert R	87
6	Roy, Donald Richard	85
7	Wiley, Paulette E	88
10	Tetreault, Sheila	46
12	Lambert, Maria Catherine	56
15	Martinelli, Silvio Thomas	96
16	Supczak Jr., Joseph Andrew	77
17	Bonkowski, Robert Edward	70
19	Deyo, James Eli	84
19	Rooney, Linda Jane	71
21	Nichols, Christine	92
23	Foisy, Patricia Ann	65
23	Rourke, Laurette Irene	96
23	Tenczar, Doris Irene	81
26	Moutinho Jr., Manuel	91
24	Peetz, Denise D	66
28	Bissonnette, Carol A	64
28	Feltt, Terry	72
28	Place Earle Irvin	89

PALMER HOUSING AUTHORITY

The Palmer Housing Authority office and adjacent development known as Laurel Manor, is located at 13 Fletcher Street. The complex was first occupied in January of 1971. Laurel Manor consists of 48 one-bedroom units. The Palmer Housing Authority operates under the State Chapter 667 Elderly/Handicapped Program. All rules and regulations are promulgated by the Department of Housing and Community Development, adopted by the Palmer Housing Authority Board of Commissioners, and carried out by the housing authority staff. The staff consists of one part time Executive Director and one part time maintenance person.

Applications can be obtained at the office on 13 Fletcher Street or upon request. Currently applicants need to be 60 years of age or be an eligible handicapped/disabled person. A preference is given to local residents and local veterans 60 years of age. The current net income for eligibility is \$45,500 for one person and \$52,000 for two persons. As units become available, they are filled from the waiting list of eligible applicants.

The Board of Commissioners consists of 4 members that are appointed by the Town Manager and one state appointed member. The Commissioners meet on the third Wednesday of every month at 4:00 P.M., in the community room at 13 Fletcher Street, to conduct the authority business.

The goal of the Board of Commissioners is to maintain the properties and to continue to provide clean, safe and affordable housing to those in need.

Respectfully submitted,

Russell Webb, Chairperson

Brian E. Scott, Tenant

David Bussell, Treasurer

Katherine Izyk, Member

Victoria Miner, State Appointed

LOCAL LICENSE AUTHORITY

The following is a summary of the licenses and fees collected for the 2021-2022 year.

Type	#	Fee	Total
All Alcoholic Beverage License			
Club	4	\$800.00	\$3,200.00
Retail Package Store	4	\$665.00	\$2,660.00
Seasonal	1	\$400.00	\$400.00
Restaurant	17	\$800.00	\$13,600.00

Wine and Malt Beverage License

Retail Package Store	4	\$520.00	\$2,080.00
One Day Licenses	4	\$25.00	\$100.00

Respectfully Submitted,

Christopher Burns
Robert P. Frydryk
Ryan McNutt
Jessica Sizer
Michael Magiera

CONSERVATION COMMISSION

Donald Blais Jr, Chair
Dorothy Lawrence, Vice Chair
David Cotter
Peter Izyk
Nicholas Zeo
Brenda Cole
Lucas McDiarmid

Agent: Sarah Fortune

FY 2022 Annual Report

Office Hours: Monday 9:00 am – 4:30 pm, Tuesday - Thursday 9:00 am – 3:00 pm or by Appointment

Inspections: Monday - Thursday 8:00 am - 12:00 pm, Friday by Appointment only

Meetings: 1st and 3rd Tuesday of every month, unless otherwise posted

Conservation Commission Introduction

The Palmer Conservation Commission (The Commission) administers the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Accordingly, any proposed activity that may remove, fill, dredge or alter a wetland resource area is subject to the Commission's approval. Wetlands that are subject to protection under the act include any area within 100 feet of a swamp, marsh, forested wetland, vernal pool, pond, intermittent stream, and the 100-year flood zone. The Commission also has jurisdiction within 200 feet of any stream that flows year-round, unless the stream is designated as a densely developed area. In this case, the jurisdiction is from the mean annual high water mark 25 feet out. It should be noted that wetlands may not be wet all year round and low areas that flood in the spring may be considered wetlands as well.

Additionally, the first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

In an effort to better manage over 800 acres of Conservation Land, the Palmer Conservation Commission has established the Land Management Subcommittee to carry out a dedicated program of land management throughout its protected areas.

The Role of the Conservation Commission

The Conservation Commission regulates permit activities that may alter wetlands or their buffer zones in protected areas. Regulated activities include, but are not limited to, dumping leaves, brush, grass, debris, cutting trees or shrubs, reconstructing lawns, building or constructing any type of structures or a septic system, grading,

excavating, or filling, changing storm water discharge, polluting wetlands or streams, creating any impervious surface (paving a driveway). Activities within protected area may require a permit, for more information on any given project please consult our Wetlands Protection Brochure available in the Conservation Commission Office.

Role of the Land Management Subcommittee (LMS)

The Land Management Subcommittee will be a standing committee of the Conservation Commission and will carry out a dedicated program of land management including the relevant recommendations in the Palmer 2014 Open Space and Recreation Plan. The Committee will also increase the focus, effort and resources dedicated to Palmer's conservation lands.

The mission of the Land Management Subcommittee is to preserve, maintain and enhance the quality of life for the citizens of Palmer by developing and maintaining Open Space and Recreation opportunities for residents. The LMS works with the community to target and preserve lands and ecosystems within Palmer for public benefit. These areas provide a healthy environment for wildlife and plants and areas for passive or active recreational use by the public. Areas of high natural, scenic and/or recreational value are priorities for the Committee. In order to assure the protection of valued land, we assist in the creation of trails for passive recreation, community gardens, playing fields, beaches and playgrounds.

This year the subcommittee has provide opportunities for the public to appreciate and enjoy Palmer's preserved natural areas, parks, playgrounds and fields, farms and water resources through a limited number of field trips, river clean-ups and hikes.

Members of the Conservation Commission

The Conservation Commission consists of Palmer residents that share a passion for protecting the wetland resources of the town. Commissioners are appointed by the Town Manager for a three-year term. The Commissioners and their Agent are continuously educating themselves through training programs, seminars and conferences sponsored by the Massachusetts Department of Environmental Protection (DEP) and the Massachusetts Association of Conservation Commissions (MACC) in order to stay current with constantly evolving rules and regulations, updated scientific data and best management practices.

The following Conservation Commission Members served in Fiscal Year 2021: Mr. Donald Blais Jr (Chair), Ms. Dorothy Lawrence (Vice Chair), Mr. David Cotter, Mr. Peter Izyk, Mr. Nicholas Zeo, Ms. Brenda Cole, and Mr. Mike Swiatek. Mr. Swiatek submitted his resignation during FY 2021, and was replaced by Mr. Lucas McDiarmid; the Commission would like to thank Mr. Swiatek for contribution to the Commission's work, and would like to welcome Mr. McDiarmid to the board. There are currently no vacancies on the Commission, but any residents interested in engaging with the Commission are encouraged to attend a meeting and consider serving as an Associate Member.

Mrs. Sarah Fortune, a former Commissioner who has served as Conservation Assistant since September 2019 and was appointed as Interim Conservation Agent upon the resignation of Ms. Angela Panaccione in FY 2021, was officially appointed as the permanent Conservation Agent in FY 2022. Mrs. Fortune performs routine and complex professional, administrative and technical duties such as updating and informing the Commission of changes in Federal and State environmental protection regulations, as appropriate. Mrs. Fortune reviews all wetland permit applications and analyzes submitted information and site plans for compliance with the requirements of Wetlands Protection Act, the Rivers Protection Act, the Town of Palmer's Wetlands Protection Ordinance and associated federal, state, and local regulations. She processes all wetland permit filings for proper and timely action associated with Commission business to ensure compliance with legally mandated deadlines. Mrs. Fortune additionally: advises applicants on wetlands applications for various projects by providing consultation services as needed; coordinates correspondence with all applicants, engineers, attorneys, consultants,

etc.; and conducts thorough site inspections to ensure that proposed projects do not threaten environmental and conservation values and interests. Finally, Mrs. Fortune investigates complaints of wetland violations, coordinates and monitors potential violations and recommends appropriate action needed for site remediation.

Members of the Land Management Subcommittee (LMS)

The LMS is made up of Palmer residents that share a passion for protecting open space and recreational areas of the town. Subcommittee members are appointed by the Conservation Commission directly and the subcommittee will have up to seven members with two-year overlapping terms and will be appointed solely by the Conservation Commission. Present members of the Land Management Committee are Sarah Fortune, David Cotter, Peter Izyk, Howard Fife, Lisl Donaldson, and Sheri Jyringi.

The LMS will operate under the direction of the Conservation Commission and will communicate with them frequently on matters of work plans, priorities, funding, volunteers, and maintenance. The LMS will prepare an annual plan for the Commission and assist the Commission in developing funding sources, as needed, for maintenance or desired improvements to conservation lands.

Table 1: Total Filings for the Conservation Commission per Category/ Per Year

PERMITS	TOTAL FY 2022	TOTAL FY 2021	TOTAL FY 2020	TOTAL FY 2019	TOTAL FY 2018	TOTAL FY 2017
Determination of Applicability	7	11	7	9	10	12
Order of Conditions & Amended OOC	5	6	5	13	11	8
Order of Resource Area Delineation	1	1	1	3	4	3
Extensions of Orders of Conditions	2	1	1	3	1	0
Enforcement Orders/Cease & Desist Letters (violations)	6	0	9	22	12	9
Emergency Certifications	6	1	5	17	9	4
Certifications of Compliance	5	5	6	6	7	8
Site Visits	503	592	513	679	509	444

In addition to the total filings issued in FY 2022 as listed in the above table, the Commission also reviewed and issued 10 Administrative Approval Requests, commented on 8 Forest Cutting Plans, and reviewed 51 Site Visit for Building Permit Requests.

Important Issues and Accomplishments of FY 2022

Over FY 2021 the Commission participated in several important conservation outreach and education projects, including:

- **Administered 604(b) Grant for Forest Lake:** The Commission will administer the 604(b)-grant received from the Department of Environmental Protection (DEP) to develop a Watershed-Based Management Plan for Forest Lake. The purpose of the Massachusetts Watershed-Based Plan is to organize information about Massachusetts' watersheds and present it in a format that will enhance the development and implementation of projects that will restore water quality and beneficial uses in the Commonwealth. Forest Lake is an impaired waterbody listed under Category 4C on the Massachusetts 303(d) List of Integrated Waters for non-native (invasive) aquatic plants, and past studies and photographic records demonstrate that nonpoint source pollution, delivering sediment and nutrients to the lake, is the primary pollutant of the lake. The Watershed-Based Plan will include an assessment of nonpoint pollution sources. The plan will include recommendations for management measures at the watershed scale and smaller scales and will highlight opportunities to improve water quality and restore recreational uses of Forest Lake by identifying specific sources of pollution, especially non-point sources of stormwater discharge. The final watershed management plan produced will be implemented to protect the long-term health of the Forest Lake by reducing or removing pollutants, so Forest Lake can meet current water quality standards.

The Commission requested and was awarded a one (1) year extension of the grant contract in FY 2022 which will now extend through June of 2023; COVID-19, significant drought conditions, and municipal staff changes hindered the town's ability to complete required tasks within the project timeline in FY 2022. The Commission anticipates the successful completion of the 604(b) grant in FY 2023.

- **Awarded a FEMA Hazard Mitigation Grant for the Route 181 Culvert Replacement Project:** The Town was awarded a Hazard Mitigation Grant from FEMA for the Route 181 Culvert Replacement Project in FY 2022. The grant is part of FEMA's Hazard Mitigation Grant Program (HMGP), which provides funds to assist state and local governments, federally-recognized tribes, and certain non-profit organizations to implement long-term, all-hazards critical mitigation measures to reduce the risk of loss of life and property from future disasters. The Town submitted the application in 2018 to seek grant funds to increase the culvert size and improve stormwater infrastructure. The undersized crossing currently results in frequent clogging, flooding, ponding upstream, reduction in water quality, increased flow velocity, and scouring at the outlet and downstream. This project will also upgrade the stream crossing to meet the Massachusetts Stream Crossing Standards and address stormwater quality and flow control. The total grant award was in the amount of \$389,486.00 and will fund construction costs and oversight for the project. Previous grant awards (2018 DER Culvert Replacement Grant and 2020 MVP Action Grant) count as match toward the town's required 25% contribution to the cost of the project, resulting in an overall cost to the Town of \$66,495.25 for the entire project, which is valued at approximately \$500,000.00. Construction is anticipated to occur in July of 2023 (FY 2024) and will occur over the course of one (1) weekend, in which Route 181 will be closed to traffic to allow for construction.
- **2022 Earth Day River & Town Wide Cleanup:** The Conservation Commission hosted the 3rd annual Earth Day River Cleanup at Laviolette Field in Three Rivers on Saturday, April 23, 2022 from 9 AM to 12 PM. This year's Earth Day event was expanded to include a town wide cleanup in addition to a river cleanup, in which residents were encouraged to pick up trash in their neighborhood or at any location of their choosing in town. A total of 57 volunteers attended the cleanup and helped remove a significant amount of trash including items such as tires, nip bottles and cigarette butts. The trash collected during

the event filled a 30-yard dumpster. Partner organizations included the Chicopee 4 Rivers Watershed Council (C4R), Boy Scout Troop 164, Palmer Girl Scout Troop, and the Journal Register.

- **2014 Open Space and Recreation Plan Update:** The Commission began working with the Open Space Advisory Committee to update 2014 Open Space and Recreation Plan (OSRP) in FY 2021. The OSRP is an important component of the Town's initiative to preserve and protect its open space lands and recreational resources. The plan provides both an inventory of open space and recreational lands and a set of recommendations to preserve and enhance these valuable assets. The OSRP presents goals and objectives towards preserving and improving the open space and recreational opportunities, as identified by the citizens of Palmer; these goals and objectives are outlined in a Seven-Year Action Plan that the town will use to actualize said goals and objectives. The OSRP is valid for a seven (7) year period and during which time the Town is eligible to compete for funds through the Division of Conservation Services for land acquisition, maintenance and improvement of parks, playgrounds, conservation areas and other open spaces. The OSRP update was submitted to the Department of Conservation Services (DCS) in December 2021 and received conditional approval in March of 2022; the OSRP will be revised and submitted to DCS for final approval in FY 2023.
- **"It's Clean":** This is the 5th year that the Conservation Commission has partnered with Chicopee 4 Rivers Watershed Council to perform regular water quality checks our community's rivers. Bacteria sampling locations for FY 2021 included: the Swift River at First Street, the Ware River at State Street, the Quaboag River at Laviolette Field, Route 32, and Route 20.
- **Public Outreach & Education:** The Conservation Commission's customary public outreach and education efforts were severely hindered due to the COVID-19 pandemic in FY 2021. The Commission is looking forward to resuming their standard education and outreach programs in FY 2022.

Important Permits Issued during FY 2022

Over the 2022 Fiscal Year the Commission has been extremely busy administering and enforcing the Wetlands Protection Act (WPA) and the Palmer Wetlands Protection Ordinance (PWO), and reviewing various large-scale developments for compliance, such as:

- **Forest Lake Wildlife Management Area (WMA) Boat Launch & Parking Lot (DEP # 256-0360):** The Commission issued an Order of Conditions for a project proposed by the MA Office of Fishing & Boating Access consists of redevelopment and improvements to enhance public access for recreational shore-fishing, boating, and paddling on the existing Forest Lake Wildlife Management Area (WMA) owned by the Commonwealth of Massachusetts, Department of Fish & Game, located along the eastern shoreline off River Street Extension (Assessor's Map 37-6). The project proposes to redevelop a portion of the property that was a former house site with an existing driveway and parking area to accommodate off-street access to shore-fishing and boating including reclaiming and resurfacing a stretch of existing bituminous driveway and parking area; construction of a new boat access driveway and turnaround area; installation of a new precast concrete boat ramp, and stormwater management provisions along with other miscellaneous site work. The proposed project relocates the existing public boat access to Forest Lake away from the beach frontage and provides appropriate off-street parking for improved public safety. Upon relocation of the 'temporary' cartop access ramp, the beach frontage to be restored to match existing conditions in that area. The proposed boat ramp will be located over 200-feet away from the historical swim beach area with sufficient off-street parking so that vehicles with boat trailers or cartop boats will no longer back directly off River Street, or park informally along the road shoulder, or beach frontage. Ultimately, the project separates boaters from swimmers during

launching and retrieving of watercraft and provides increased off-street parking to support the mixed recreational use of the lake and WMA property.

- **BWC Dumplin Brook, LLC (Bluewave Solar) Gound-Mounted Solar Array (DEP # 256-0356):** The Commission issued an Order of Resource Area Delineation for an Abbreviated Notice of Resource Area Delineation (ANRAD) submitted on behalf of BWC Dumplin Brook, LLC to confirm the delineation of suspected bordering vegetated wetlands (BVW) and isolated vegetated wetlands (IVW) located at or associated with L22 Sykes Street and L28 & L29 Mt Dumplin Road in Palmer, MA. The properties are identified by the Palmer Tax Assessor as Plat 18, Lot 22 and Plat 18, Lot 28 & Lot 29 respectively. 2,483 additional linear feet of BVW and 402 linear feet of IVW have been delineated as part of this application. The ANRAD application is for the confirmation of resource area boundaries only; there is no work proposed as a component of the ANRAD application. The newly confirmed resource area boundaries will be used to modify a site plan for the construction of a large-scale ground-mounted solar array at the aforementioned properties, which has been permitted under a Determination of Applicability issued by the Commission in FY 2022. The project as proposed will be constructed entirely outside of jurisdictional wetland resource areas or their buffer zones.

Goals/Activities for FY 2023

- **Expand trail system & update trail maps at the Midura Conservation Area:** The Commission plans to expand the existing trail system at the Midura Conservation Area as part of their effort to update the trail map for the property. There are numerous, unmarked/unmapped existing trails throughout the conservation area, many of which have historical significance, such as the former American Bell Telephone Line (now known as AT&T) which is no longer in service, but the utility poles are still on the property.
- **Source to Sea Cleanup:** The Commission will organize the annual Source to Sea Cleanup in partnership with the Connecticut River Conservancy on Saturday, September 24th, 2022. The Commission has been partnering with the Connecticut River Conservancy to host this event since 2016, mobilizing volunteers to solve the trash problem affecting our rivers. The Commission also intends to combine the Source to Sea Cleanup with another town wide cleanup, similar to the Earth Day River and Town Wide Cleanup they organized for Earth Day in FY 2021.
- **Workdays with BSA Troop 164 at Swift River Greenbelt Conservation Area:** The Commission organizes regular workdays with local Boy Scout Troop 164 at the Swift River Greenbelt Conservation Area and the Universal Access Loop Trail off First Street in Bondsville to perform routine maintenance such as spreading mulch to prevent the growth of Poison ivy, picking up trash, and removing tires from the Swift River. The Commission held one (1) workday with BSA at the Swift River Greenbelt Conservation Area in FY 2022 and looks forward to organizing more workdays with them in FY 2023.
- **Compost Bin & Rain Barrel Program:** The Conservation Commission plans to organize a community compost bin and rain barrel program to provide residents of Palmer and Belchertown with the opportunity to purchase a compost bin or rain barrel at a discounted price. The Commission will partner with the Town of Belchertown on this program in FY 2023.
- **Routine Monitoring of the Swift River Greenbelt Conservation Area:** The Commission has been performing routine inspections of the Swift River Greenbelt Conservation Area in response to several acts

of vandalism that have resulted in damage to the Universally Accessible Loop Trail, parking lot and gazebo in Bondsville. The Commission has observed a decrease in vandalism as a result of conducting routine monitoring and inspections at the conservation area.

The Conservation Commission continuously aims to expand its capacity and efficacy by engaging Associate Members, interns or other interested volunteers for projects such as water quality monitoring, river clean-ups and trail maintenance. Anyone interested should contact the Conservation Commission at conservation@townofpalmer.com.

The Conservation Commission would also like to take this opportunity to thank our interns for all their hard work and effort this year! The Conservation Commission would also like to thank the Town of Palmer residents for their support over the year.

Respectfully Submitted,
Sarah A. Fortune, Conservation Agent
Palmer Conservation Commission

FY22 PLANNING BOARD REPORT

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2021 thru June 30, 2022. It is the Board's policy to meet as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer, generally the first and third Mondays of each month if meeting space is available.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members

Chairman	Michael Marciniac
Vice Chairman	Norman Czech
Clerk	Kathy Burns
	Thomas Skowyr
	Jeff Florence

Staff

Town Planner/Economic Development Director	Linda Leduc
Administrative Assistant	Rebekah Wright

Fiscal year 2022 came in like a lamb and went out like a lion. The grips of the pandemic lessened enough during first quarter that meeting in person, with masks, returned as the norm. However, thoughts of new development and construction continued to wane until 4th quarter when applications for mixed commercial development and earth removal were piled high on to late night agendas. Fourth quarter also brought on election time and new board membership. As such we say goodbye to Jeff Florence and welcome newcomer, Michael Dee. Thank you, Jeff, for your years of service!

Over the last 12 months the Board held fourteen regular meetings and conducted numerous site inspections and permit review and compliance inspections. In addition to our own meetings, we attended meetings with other Boards and Committees as well as attended seminars and workshops to help better prepare our members for the positions for which they have been elected.

Throughout the fourteen public meetings, the Board held hearings and acted on six Special Permits, eight Site Plan Approvals, eight Storm Water permits, signed six Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. The Board also approved of six minor amendments to existing Site Plans and granted Special Permits for the continued extraction of earth materials at the four active operations in Town. As in the past, yearly interim gravel inspections were conducted during the operating months of May, July and October and all annually required operating documents and fees were collected.

Recovery from the Covid Pandemic, the supply chain issues, and inflationary effects of construction costs slowed the permitting to construction stage. Major projects of note that entered the construction phase this year are two cannabis cultivation companies at the Thorndike Mill and Thorndike Rug Mill and, Silver Therapeutics retail store at 1235 Thorndike Street. A landscaping company on Wilbraham Street was permitted in late winter and which broke ground this spring, is a sign of changing times and reflects on how the construction industry is trying

to, most efficiently, grapple with the precise timing projects now require due to the unpredictability of hold ups in the supply change and the back log in contractor schedules.

In a response to new development interest and the Future Land Use Vision of the Master Plan, the Planning Board was the proponent of two zone changes for parcels off Ware Street and Breckenridge Street and is working with the Rail Steering Committee to implement a Transit Study for the location of a commuter rail stop on the East-West rail corridor.

Economic Development continues to remain a priority. The Economic Development Director continues to attend development conferences and meet regularly with like groups such as the Economic Development Partners, the Quaboag Valley Community Development Corp, Mass Development, and regional directors of the Mass Office of Business Development to attract development to various undeveloped, underutilized parcels. The Board and Economic Development Director realize the great economic benefit a future rail stop and local transit systems bring to Palmer. As such, the Economic Development Director attends monthly meetings Regionally focused transit groups the Synergy Leadership Team and the Quaboag Region Coordinating Council (QRCC) and there continues to be Planning Board representation The Local Rail Steering Committee.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniac
Chairman

Building Inspection Services

During the Fiscal Year 2022 the Building Inspections Department processed:

530 commercial and residential building permit applications, with a fee total of \$88,177.35. This includes 4 new commercial permits and 6 new residential permits. The estimated cost for commercial and residential permits were \$34,328,516.24.

11 Demo permits were processed, with a fee total of \$2,653.40 and an estimated cost of \$639,995.00

44 Certificates of Inspection with a fee total of \$2,080.00

The total amount collected for all building permit fees was \$90,830.75. The total estimated cost of all projects was \$34,968,511.24, with a total of 585 building permits processed.

283 Electrical permits with a total fee total of \$25,635.00

115 Plumbing permits with a fee total of \$11,282.00

97 Gas permits with a fee total of \$10,530.00

In total, 495 electric, plumbing and gas permits were processed, with a fee total of \$47,447.00

In addition to the above a number of letters were sent on either zoning or building code issues. The majority were resolved. Issues that have not been resolved are either already in the court system or are in the process of filing for court orders.

Many zoning issues are settled in phone conversations or meetings. Answering zoning and building code questions are part of the daily workload for this office.

Respectfully submitted,

Bonita Weeks
Inspector of Buildings, Zoning Enforcement

BOARD OF HEALTH



The Board of Health is required by state statutes and regulations to perform many important and crucial duties relative to the protection of public health, food safety, reporting and control of disease, promotion of sanitary living conditions, and protection of the environment from damage and pollution. If the enforcement of any of these regulations may cause manifest injustice, the Board of Health would not

conflict with the minimum standards of any applicable statute, code or regulation but rather seek to meet compliance in a just manner. We continue to prevent, promote and protect public health in the community on a daily basis.

Chrissy Florence, Health Supervisor, Deonna Gamache, Board of Health Clerk, Nicole Gauthier, Board of Health Emergency Preparedness Assistant, and Rachel Somers, Public Health Nurse see to the day-to-day activities of the Board of Health. The office is located in the Town Hall and our hours of operation are Mondays from 8:30am to 7:30pm and Tuesday, Wednesday and Thursday 8:30am to 4:30pm. The Board of Health consists of a three-member board: Paul Benard, Chairman, Angela McGrath, RN, and Carol Sikorski. The Board meets on the third Monday of each month at 5:30pm in the Town Hall.

COVID-19:

Coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus. Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention. Older people and those with underlying medical conditions like cardiovascular disease, diabetes, chronic respiratory disease, or cancer are more likely to develop serious illness. Anyone can get sick with COVID-19 and become seriously ill or die at any age. The best way to prevent and slow down transmission is to be well informed about the disease and how the virus spreads. Protect yourself and others from infection by staying at least 6 feet apart from others, wearing a properly fitted mask, and washing your hands or using an alcohol-based rub frequently. Get vaccinated when it's your turn and follow local guidance. The virus can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. These particles range from larger respiratory droplets to smaller aerosols. It is important to practice respiratory etiquette, for example by coughing into a flexed elbow, and to stay home and self-isolate until you recover if you feel unwell.

This office has been working very hard with the state, schools, community members and local business in the fight against the COVID 19 pandemic. Throughout the pandemic and state of emergency, there were several mandates that required action by the local board of health to ensure the health and safety of all individuals. The Palmer Board of Health ran a ten town regional collaboration with Monson, Ludlow, Brimfield, Sturbridge, Holland, Wales, Wilbraham, West Brookfield, and Warren to administer COVID 19 vaccinations to the all residents of the Commonwealth. We hosted this dispensary at the old Converse Middle School. During the clinics we were able to offer all three vaccines (Moderna, Pfizer and Jansen.)

Complaint Enforcement and Investigation:

The Massachusetts Sanitary Code, Chapter 11 Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. All persons should be afforded a suitable housing environment. Inspections are done upon request for compliance or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, housing violations, and causes of sickness within the town. This year we investigated over 500 complaints.

Abandoned Housing Initiative:

Blighted properties, abandoned by their owners in residential areas, create safety hazards, attract crime and lower property values. The Attorney General's Office (AGO) Abandoned Housing Initiative uses the enforcement authority of the State Sanitary Code to turn these properties around. Working in close partnership with the AGO we continue to seek out delinquent owners of abandoned residential property and encourage them to voluntarily repair their properties and make them secure. If owners refuse, then with the assistance of the AGO attorneys we petition the relevant court to appoint a receiver to bring the property up to code. The Board of Health adopted regulations for the Maintenance of Abandoned, Foreclosing, and Foreclosed residential properties in town. As part of these regulations, owners are required to register and maintain these properties as they would non-vacant properties. The registry has 50 properties on it that we continue to monitor and work with owners to meet compliance.

Title 5:

Sanitary sewage disposal is closely regulated to ensure the health and wellbeing of the community. The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. Title 5 establishes minimum statewide standards for the design, use, siting and construction of septic systems. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper septic system construction and handling of pumped sewage the Board of Health requires annual permits for septage disposal installers and sewage haulers.

Wells:

Private well permits are required to provide for the protection of the public health, safety welfare and the environment by, among other things, requiring the proper siting, construction and testing of private wells. Palmer requires private drinking wells be tested at the time of property transfer to ensure the drinking water is within the acceptable limits to prevent disease and illness.

Food Service:

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. The food establishments are inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. All foodborne illness reports are immediately investigated.

Animal Control and Animal Inspector:

Our Animal Control Officer/Animal Inspector, Sydney Plante, along with Assistant Animal Control Officer Cassandra Florence investigate animal control related issues in Palmer, Monson and Ware. These incidents include loose domestic animal (dogs, cats, horses, chickens, pigs, goats, donkeys, sheep, ferrets, cows), nuisance complaints, trapping of Ferrell cats, animal bites, possible exposure to rabies from domestic and wild animals (bats, racoons, skinks, opossums), quarantines as needed and conduct annual barn inspections. This year they have responded to 720 animal calls just in Palmer alone. They also respond to calls in Monson and Ware. This year we purchased a 2021 Ford F150 pickup truck for the team to use for their calls and entered into a user agreement for the use of our new facility that will be located at 125 Palmer Road, Monson, MA.

Communicable Disease Control:

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of a confirmed or unconfirmed communicable disease event in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). MAVEN is a web-based disease surveillance and case management system that enables the Massachusetts Department of Public Health to capture and transfer appropriate public health, laboratory and clinical data efficiently and securely over the internet in real-time.

Immunization:

We are using the Massachusetts Immunization Information System (MIIS). The MIIS contains online, secure and real-time immunization records for individuals across the Commonwealth of Massachusetts. The goal of the MIIS is to give healthcare providers and families a tool to help ensure that all individuals are immunized based on the latest recommendations. Immunizations are a cornerstone of public health. They have been ranked by the Centers for Disease Control and Prevention (CDC) as one of the ten greatest public health achievements of the 20th Century. The Massachusetts Department of Public Health (MDPH) Immunization Program is committed to promoting the health of Massachusetts's citizens by reducing the burden of vaccine preventable diseases that affect residents of the Commonwealth.

Mass in Motion:

Palmer has been a Mass in Motion community since September 2014. Mass in Motion is a statewide movement that promotes opportunities for healthy eating and active living in the places people live, learn, work and play. We also help residents think differently about what they eat and how much they move so they can make better choices to feel healthy and live well.

Tobacco:

With new trends in tobacco use and products we revised our current tobacco regulations for the Town. We implemented a flavor ban on all tobacco products, banned blunt wraps and increased the minimum age to buy these products to 21 years old. We continue to be a part of the Pioneer Valley Tobacco Control region and participate in bi-annual compliance checks with the state. This past year 7 tobacco retailers failed the sting operation and were fined \$1,000.00 each by the state for selling tobacco products to minors. The board of health plans to continue participating in this program for the foreseeable future as it is a benefit to help reduce under age tobacco use.

Emergency Preparedness:

Due to COVID 19, and a request from the Department of Public Health, we were required to rewrite our entire emergency preparedness plan for emergency dispensing. This plan was written in partnership with the Emergency Manager, William Bernat. We continue to develop and up-date our ALL-Hazards Emergency Dispensing and Shelter Plans. In the event of a natural disaster or a public health emergency we need to rely on our preparedness, plans, database of resources, equipment and personnel. This year we rewrote our Continuity of Operations Plan (COOP) plan and submitted that to MEMA for approval. We also received a grant from the state to rewrite our Hazard Mitigation Plan, which will be submitted in the fall of 2022.

Quaboag Regional Emergency Planning Committee:

We are members of the Quaboag Regional Emergency Planning Committee. The REPC is committed to preserving the community and its resources by maintaining a Regional Hazardous Materials Plan to minimize the risk to public safety, health and property damage.

Hampden County Health Coalition (HCHC):

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters. The Coalition has implemented a Shared Public Health Nurse Assistance program with the Ludlow Public Health Nurse to address long-term unmet needs and service local public health gaps.

Pioneer Valley Mosquito Control District (PVMCD):

This year we have continued working with other communities and the State Reclamation and Mosquito Control Board. We work to serve our community by suppressing both nuisance and disease-carrying mosquito populations. Established by the State Reclamation and Mosquito Control Board ("SRB") on October 18, 2017, in accordance with M.G.L. c. 252, the PVMCD provides mosquito control services to and is currently membership from municipalities in Franklin, Hampshire, and Hampden counties. The PVMCD falls under the oversight of the SRB, which sits within the Massachusetts Department of Agricultural Resources, and a five-member board of Commissioners, appointed by the SRB.

Drug and Needle Collection:

The Board of Health and Palmer Police have permanent drop off kiosks for sharps and drug. The sharps kiosk is located in the town hall and is available to the public during normal business hours. The drug drop-off container is located in the lobby of the police station is available to the public during normal business hours. You must be a resident of the Town of Palmer in order to be able to use these services.

The Board and staff acknowledge and appreciate the assistance and cooperation of all Town Boards, Departments, Commissions and Community Organizations.

Respectfully Submitted

Palmer Board of Health

COMMUNITY DEVELOPMENT

Community Development Block Grant (CDBG)- FY 2019 Grant

The last housing rehabilitation project was completed on March 31st culminating in 8 units of housing rehabilitation for the FY-19 Grant Contract. The Sidewalk, Social Services, and General Administration portion of the FY 19 Grant are fully expended as reflected in the table below. The remaining balance of the funds is \$200.00 and will not be expended or drawdown. The grant is currently in the closeout phase and a confirmation letter from DHCD is expected before mid-July.

Table 1-CDBG FY 19

Activity Grant Period 7/1/2019 to 3/31/2022	Current Budget	Spent to Date	
		\$	%
Housing Admin	\$52,309.22	\$52,309.22	100.00%
Housing Rehab 8 Units	\$222,122.75	\$221,922.75	99.91%
Sidewalks Admin	\$6,054.26	\$6,054.26	100.00%
Sidewalks	\$368,714.36	\$368,714.36	100.00%
Social Services Admin	\$5,307.64	\$5,307.64	100.00%
Social Services	\$100,249.96	\$100,249.96	100.00%
General Admin	\$70,241.81	\$70,241.81	100.00%
TOTAL	\$825,000.00	\$824,800.00	99.98%

Community Development Block Grant (CDBG)- CARES Act CDBG Funds

Micro-Enterprise progress 76 applications have been received, and 41 have been funded. Eight clients applied for additional funding. 7 applicants are over income and 4 are not eligible, one application was withdrawn. Quaboag Valley CDC (QV CDC) is administering the Microenterprise Assistance Program and is currently working with applicants to determine program eligibility on a rolling basis. Six businesses from Palmer have received assistance, five from Ware, eleven from Belchertown, two from Hampden, six from Ludlow, and three from Monson. One additional application is in process for \$25,000 which is not shown in the current figures. Transfers of remaining grant funds to provide food to seniors have been successful.

The numbers are shown in table 2, which indicates \$90,240.52 remaining in micro-enterprise program funds, additionally, \$11,523.75 is remaining in our contract with Quaboag Valley CDC to administer the micro-enterprise funds, and \$4989.42 remaining in General Administration Funds. The grant has been extended to December 31st, 2022, and has sufficient funds in place to accomplish the program goals.

Table 2-CDBG CV 19

Activity Grant Period 12/31/20 to 12/31/22	Award Amount	Spent to Date	
		\$	%
Microenterprise	\$675,003.75	\$584,763.23	86.63%
Social Services	\$113,274.25	\$113,273.82	100.00%
Admin	\$94,593.00	\$82,465.36	87.18%
TOTAL	\$882,871.00	\$780,502.41	88.41%

Community Development Block Grant (CDBG)- FY 20 Grant

Table 3 CDBG FY20

Activity Grant Period 1/1/21 to 12/30/22	Award Amount	Spent to Date	
		\$	%
Housing Admin	\$72,493	\$19,523.39	26.93%
Rehab Loans/Grants	\$461,250	\$28,850.00	6.25%
Design Admin	\$3,000	\$2,069.54	68.98%
Design only	\$30,000	\$30,000.00	100.00%
Other/Planning	\$3,000	\$520.82	17.36%
Planning	\$35,000	\$0.00	0.00%
Social Services Admin	\$8,000	\$6,575.64	82.20%
Social Services	\$151,607	\$65,579.78	43.26%
General Admin.	\$60,650	\$42,721.68	70.44%
TOTAL	\$825,000	\$195,840.85	23.74%

***Reprogramed Social Service funding to Housing Rehab funding**

Housing Rehabilitation Applicants are qualified for income and property eligibility standards on an ongoing basis. Two projects are under contract, one of which is completed, and one is near completion. Two units are out to bid. Five applications are in the process of income and property eligibility review. The program goal is 17 units of housing to be rehabilitated in total. Inflation is a limiting factor and impacts the overall scope of work to be completed on each project. Property owners are apprised of these factors and counseled on mitigating options.

Playground Design for Hryniewicz Park has been completed and will progress under the FY21 grant to complete the required work.

The Social Services activities have been delayed due to staffing and other related issues due to Covid 19 and a tight job market. Transportation services had been the most impacted activity early in the year. The most recent report from QVCDC indicated that the number of residents seeking rides is up more than 4 times the previous month totaling 136 rides in June of 2022. Sufficient funds remain to accomplish the program goals.

Community Development Block Grant (CDBG)- FY 21 Grant

Table 4 CDBG FY 21

Activity Grant Period 1/1/2022 to 6/30/2023	Award Amount	Spent to Date	
		\$	%
Housing Admin	\$44,000	\$39.00	0.09%
Housing Rehab	\$120,000	\$0.00	0.00%
Playground Admin	\$9,502	\$292.50	3.08%
Playground	\$434,498	\$0.00	0.00%
Parks	\$15,500	\$0.00	0.00%
Park Design	\$30,000	\$0.00	0.00%
Social Services Admin	\$8,500	\$0.00	0.00%
Social Services	\$111,000	\$0.00	0.00%
General Admin	\$52,000	\$3,680.84	7.08%
TOTAL	\$825,000	\$4,012.34	0.49%

DHCD executed the FY 21 contract on March 16th, 2022. The program goals are as follows 5 Housing Rehabilitation projects completed, Construction for Hryniewicz Park, design of Depot Park, repairs to the

building at Depot Park, job-related transportation through the Quaboag Connector, the Palmer Domestic Violence Task Force, the PATCH domestic violence advocate, and administrative funding. The Community Development Office is finalizing the conditions required before the initial start-up of the grant totaling \$825,000. The State Historic Preservation Office review and Environmental Review process are complete. The Public Notice for Request for Release of Funds has also ended on August 1st, 2022.

Other

Palmer Fuel Assistance Program

As of April 14th, 2022 Palmer Fuel Assistance Program has assisted 64 families in an amount totaling \$41,642.27. The average funding is \$650 per household with the common fuel source being oil. The funding has been helpful to the Town's residents with Seniors on a fixed income being the largest cohort of the eligible households. Over 94 applications have been distributed directly to residents, 21 in-person meetings, and over 150 phone calls or emails have been answered.

Massachusetts Attorney General Fuel Assistance Program

The AGO Fuel Assistance Program has been awarded to Palmer in the amount of \$10,000. The AGO program will be administered with the same income eligibility requirements as the current Palmer Fuel Assistance Program. The contract has been executed and awaiting funds. This grant is scheduled to start in the fall of 2022.

DHCD CDBG 2022-2023 Grant Year

The State of Massachusetts Department of Housing and Community Development has presented combining FY22 and FY23 Grant opportunities into one grant application for the next round of funding. More information will be forthcoming in December of 2022. Palmer has not been approved as a mini-entitlement community falling below the state median poverty rate of 9.8% to Palmer's poverty rate of 9.7%. The period of time affected by Covid, and the widespread unemployment created an anomaly in the yearly formula related to household income. The mini-entitlement status is reviewed every three years and it is anticipated that Palmer will be recognized as an entitlement community again.

The Community Development Office continues to be involved with the following committees/groups:

- The Quaboag Hills Community Coalition
- Way Finders
- Quaboag Valley Community Development Corporation

PALMER COUNCIL ON AGING ANNUAL REPORT

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff is responsible to create an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust, and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience, and insight and to exercise their skills.

Council on Aging Board Members: Genevieve Bates, Chairperson; Cathy Plouffe, Vice Chair; Secretary; Peggy Corriveau; Sandy Gilman, Dorothy Nadolski, and Bernadette Pearson

Even though the center was closed until **September 1, 2021**, due to COVID-19 we were able to provide a broad range of services to Palmer's 60+ populations during the Fiscal period **July 1, 2021, thru June 30, 2022**. The 2010 Census shows that there are 2,496 senior citizens in the Villages of Palmer. Of the 2,496 Senior Citizens of Palmer, approximately 696 unduplicated elders received a direct or in-direct service from the Council on Aging.

The senior center officially re-opened on September 1, 2021. To care for the physical needs of our 60+ population. We continued where we left off when COVID hit. Pat O'Brien, RN continues to offer monthly foot care. Brenda Thibault, LMT continues to provide massage therapy, chair massage and paraffin hand care monthly as well. Our exercise programs have picked up in participation thanks to Stacia Cantin great programs and YMCA's Strength Training.

To meet the social needs, we continue with card playing, marathon bingo, adult coloring, dominoes, Wii games, movies, cribbage, weekly pitch, painting class, crafts class, and pool playing. Lisa Jacques our new Activity/volunteer Coordinator has added innovative programs like cake decorating, travel channel, including Sunshine Village to come by and provide painting classes and crafts.

Outreach continues to be a much needed and utilized service to the elders of Palmer. There were 509 unduplicated seniors who received services through the center's outreach program. A total of 978 duplicated service units; including, but not limited to home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, and support services.

Our Outreach Coordinator is S.H.I.N.E. certified and can assist our elders with health insurance. We will continue to provide a free S.H.I.N.E. Counselor from the Springfield Agency twice a month and Lawyer once monthly. The center provided RU OK phone calls this past year to forty-one unduplicated seniors which is about 349 calls in total.

As of September 2021, the center has started to have breakfast and lunch once again. Tuesday and Thursday's we receive breakfast from Pathfinder Regional when they are open and continue with our lunches from Greater Springfield Senior Services on Monday, Wednesday, and Friday's. Since we re-opened in September 2021, we

have served 1203 meals for our breakfast program and 1256 for our congregate lunches. Through COVID our numbers increased for meals on wheels, since last fiscal period meals on wheels has served 9327 meals. These meals are provided by Greater Springfield Senior. We provided transportation services for the Villages of Palmer elders. This past Fiscal period we serviced 269 unduplicated passengers, with a total of 6,607 rides which includes both vans and senior volunteer driver program.

There have been no changes in the distribution of Brown Bags. The center was fortunate this year to collaborate with Community Development here in Palmer to provide fresh vegetables through-out the summer, we also will be working with CISA of Deerfield, D&R Farms of Hamden MA and GSSSI for farmers market coupons which will be available in July.

The center recently contracted with Senior Community Service Employment Program to assist 55 + year old seniors who are looking to get back into the work force or start a new career. SCSEP is the largest program offered by Center for Workforce Inclusion.

The program is under Title V of the Older Americans Act; as well as state and local grants which enable them to help thousands of low-income individuals, age 55 and older. The participants are placed in the community service positions (like the center) they are paid through the program but provide a service at the center, presently we have two seniors who presently work as an assistant with our transportations programs and one that assists our Activity/Volunteer Coordinator position.

The center has applied for Age/Dementia Friendly community, we have started the process, but we still have a long way to go. For those who are 'not familiar with this program. The program Launched in **2015** at the White House Conference on Aging, Dementia Friendly America hosts online tools and resources about how to create communities that are more inclusive and supportive of people living with dementia as well as their caregivers.

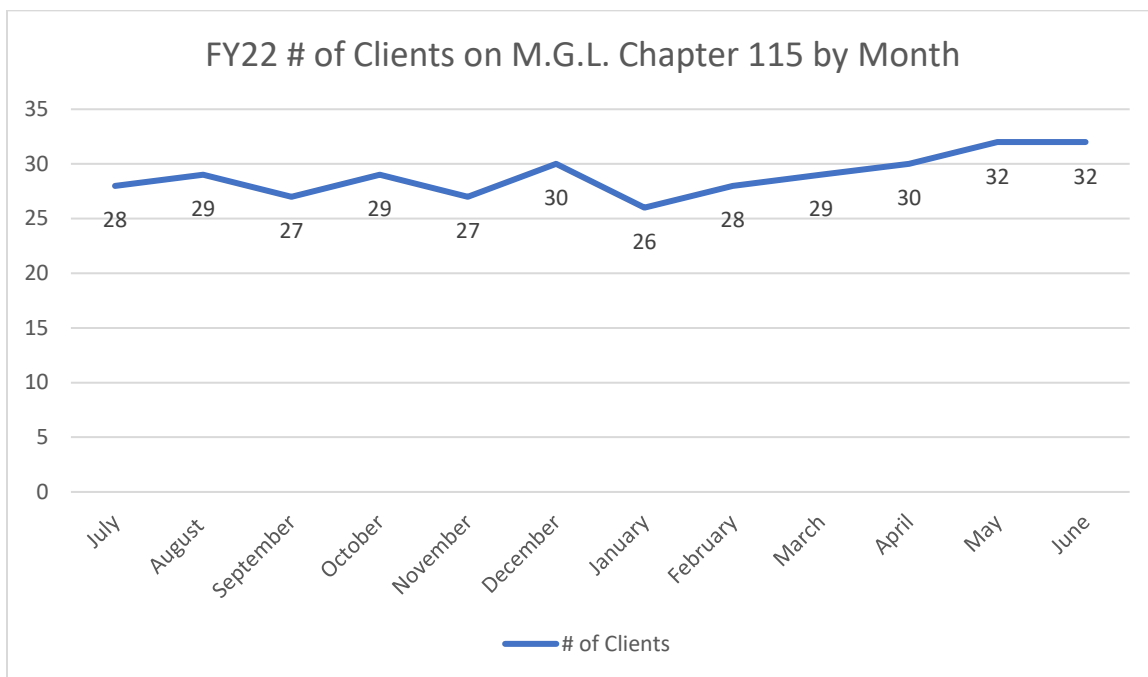
Dementia Friendly America Tools & Resources Other Organizations and Support. Both efforts aim to create places where older adults and people with dementia can stay active and independent for as long as possible. More communities around the world are committing to becoming age friendly dementia friendly. As they do so, there is an increasing interest in how the two types of initiatives work together and complement rather than compete. The [AARP International Affairs](#) report **"Better Together: A Comparison of Age-Friendly and Dementia Friendly Communities"** by Natalie Turner and Lydia Morken compares the approaches and offers guidance and insight into how to connect the two.

Last fiscal period we had fourteen volunteers who donated of their time 1051 hours to the senior center, which equals \$14, 461.00 worth of services according to Elder Affairs. THANK YOU!! The center received over \$30,000 in grant money during the FY21 fiscal year for various uses. I would like to thank all the staff, volunteers, Council on Aging Board Members and The Friends of Palmer Senior Center for all their hard work that they do all year. The Friends of Palmer Senior Center donate their time and fundraised to assist the center with program's and purchased items needed.

Respectfully submitted,
Marlene Johnson
Executive Director

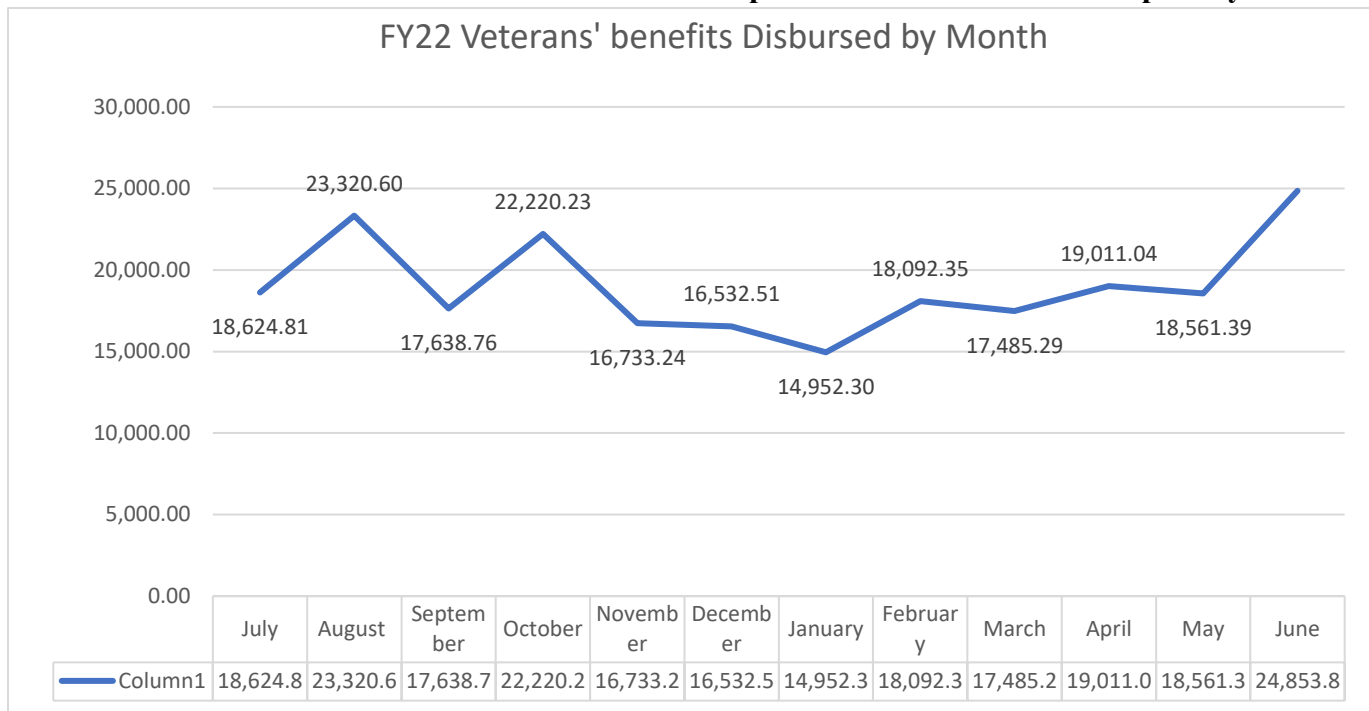
VETERANS' SERVICES DEPARTMENT

In the beginning of FY22, July 1st, 2021, the number of active clients that were receiving M.G.L. Chapter 115 Veterans Benefits was at 28 cases. This was a decrease of one client from June FY21. Throughout FY22 the number of active Chapter 115 clients fluctuated between 26 clients on benefits to 32 active clients. The increase in the number of clients receiving financial assistance through Chapter 115, was due to outreach and referrals from other towns/cities as well as other outside agencies aware of this program. Below Is an outline of clients that received MGL Chapter 115 Veterans' Benefits by month:



The approved budget for FY22 was allocated at \$326,136.00 for Veterans' Benefits. Due to the fluctuation of active clients on Ch. 115, the Veterans' Department spent under the allocated budget for FY22 by \$68,843.27. The average monthly disbursement of Veterans' Benefits was \$19,002.19, with a total amount spent of Veterans' Benefits during FY22 of \$257,292.73.

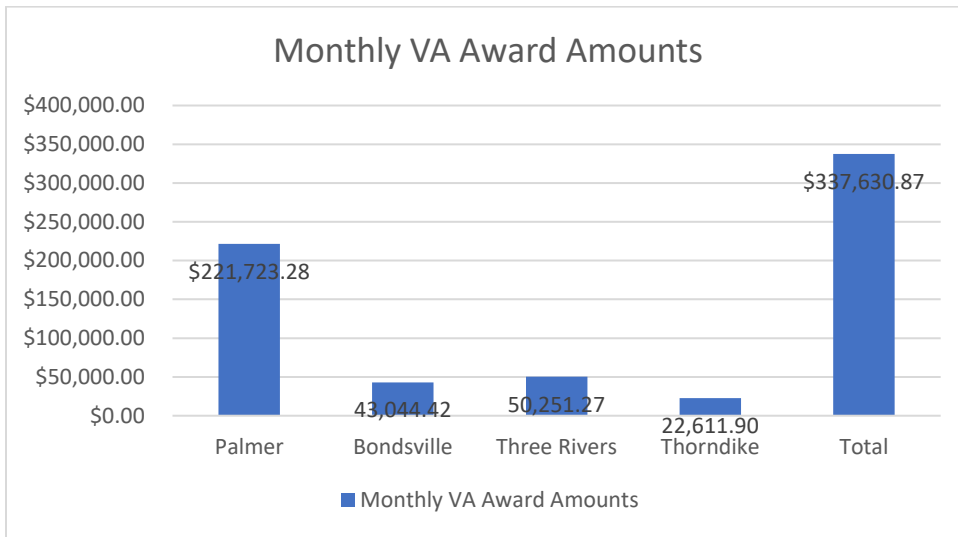
The Table below outlines the number of M.G.L. Chapter 115 Veterans' Benefits spent by month



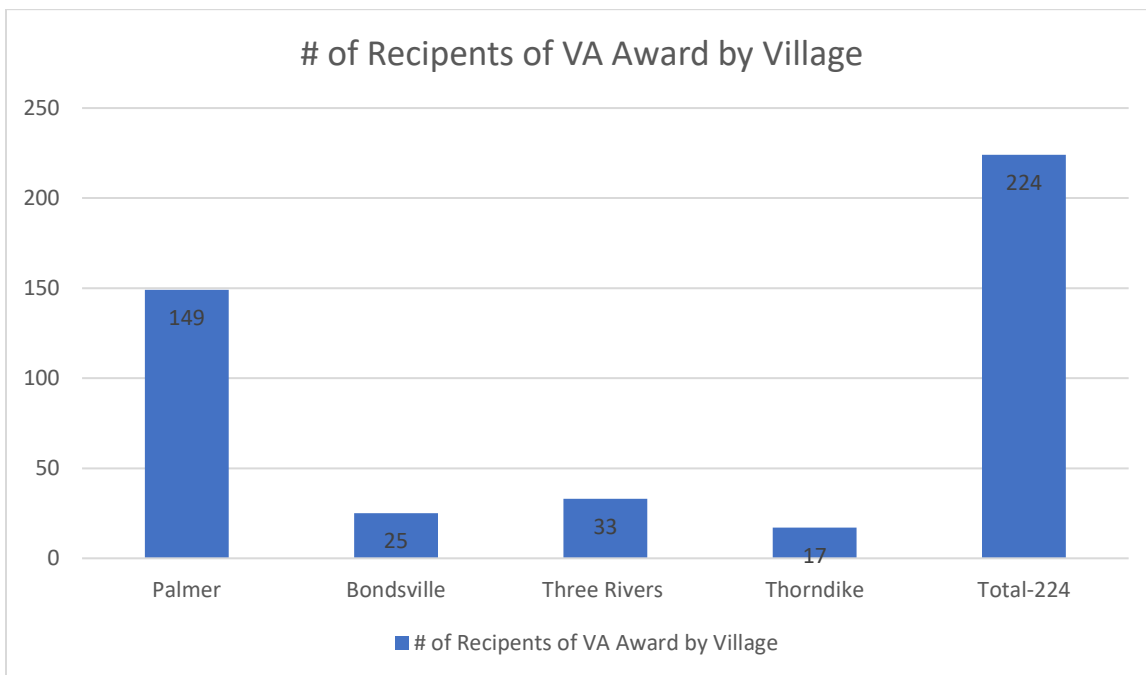
The Massachusetts Department of Veterans Services (DVS) reimburses the towns and cities in Massachusetts 75% of the annual amount spent on M.G.L. Chapter 115 benefits, which equals \$192,969.55. The reimbursement received by DVS is dispensed on a quarterly basis throughout the year. Please note that the Town of Palmer will only receive the 75% reimbursement as long as the Veterans' Service Officer (VSO) remains in compliance and remains certified. If this does not occur, then the Town will only be reimbursed at the rate of 50%.

It also important to mention the amount of money that veterans, surviving spouses, and family members are receiving through the Department of Veterans Affairs (VA) on a monthly basis based on eligibility and service criteria. The last data available for the Town of Palmer and surrounding villages has not been updated since October 2019. This Data showed that the total monthly award for the Town of Palmer and the 3 villages was at \$337,630.87 per month with 224 eligible veterans, surviving spouses, and family members collecting these benefits. This number has grown since 2019 with an increase in the number of veterans, surviving spouses, and family members collecting benefits through the VA as well as the COLA increases since 2019. This data will be updated and provided when it becomes available.

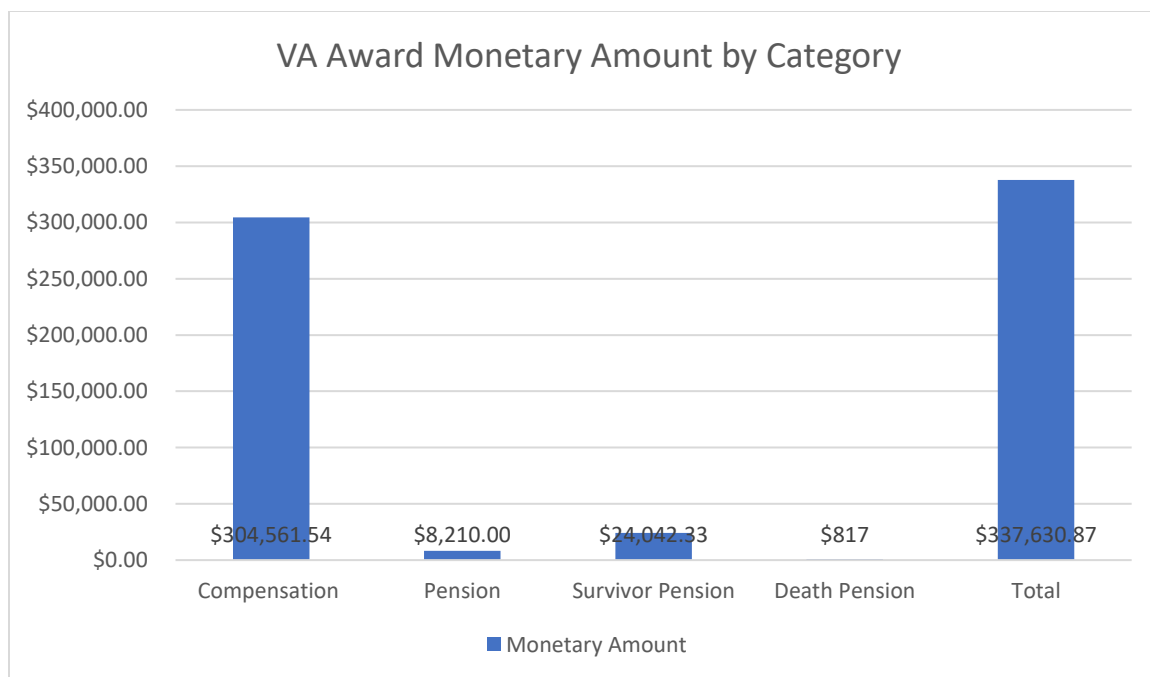
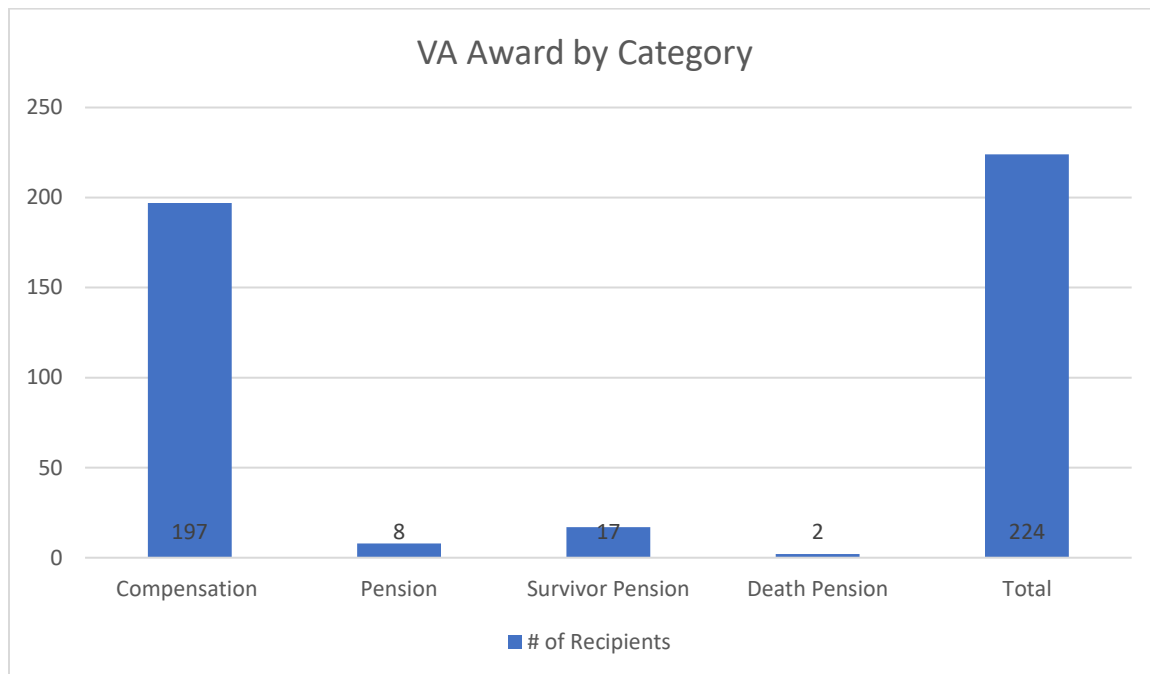
Below is a chart outlining the data collected in 2019 regarding Monthly VA Award Amounts by Village



Below is a chart that outlines the monthly VA Award by individuals/families in each village



Below is a chart that outlines the Monthly VA Award recipients by Category



VA Award Category Definitions:

Disability Compensation: This type of compensation is a tax-free monetary benefit paid to Veterans with disabilities that are the result of an injury incurred or aggravated during active military service. Compensation may also be paid for post-service disabilities that are considered related to or secondary to disabilities occurring in service and for disabilities that are considered presumptive conditions and disabilities related to the circumstances of the veteran's military service, although these conditions may not appear until after military

service. Overall, the degrees of the disabilities specified are also designed to help compensate for loss of working for a great length of time due to exacerbations or serious illnesses.

Veterans Pension: Tax-free monetary benefit payable to low-income wartime Veterans.

Survivors Pension: Dependency and Indemnity Compensation (DIC): This is a tax-free monetary benefit paid to eligible survivors of military service members/veterans who died in the line of duty or eligible survivors of veterans whose death is a result of a service-connected injury or disease.

Death Pension: Tax-free monetary benefit payable to a low-income, un-remarried surviving spouse and/or unmarried child(ren) of deceased veteran with Wartime service.

As stated, before that the data collected regarding VA Monetary Benefits is from October 2019, it shows that Veterans' Services Department takes an active role in transitioning qualifying low-income veterans from M.G.L. Chapter 115 Veterans' Benefits to Federal Veterans' Benefits. It is important to know that the monthly monetary award amount is spent within our local community bringing in more revenue to our community. It also assists and provides veterans and their surviving spouses and families with sustainable income and services to help maintain their quality of life.

In conclusion it is very vital that it be noted that the Veterans' Agent in the Town of Palmer plays an active role in exploring all local, state, and federal benefits that active service members of our military, veterans, and their surviving families are potentially qualified for and assist them in applying for these benefits. The Veterans' Agent is also responsible for assisting veterans and their families with various other tasks and needs to help such as housing, court related issues, appointments, health care to include insurance to name a few. Another important role of the Veterans Service Officer is outreach within and outside the community and often in partnership with other veteran organizations and agencies that work with and provide services to veterans and their families. This year we have a new Veterans Agent as of May of 2022, Jennifer Baker. Ms. Baker worked alongside the previous Veterans Agent Troy Brin as his Administrative Assistant/VA Work Study/Social Work Intern. Since Ms. Baker has started worked with the Veterans' Services Department in the Town of Palmer she has become a Certified Veterans Service Officer, an active and honored member of both the Western Massachusetts Veteran Service Officer Association (WMVSOA), the Massachusetts Veterans Service Officer Association (MVSOA), as well as an elected member of the MVSOA Executive Board (E-Board) and Committee Member of several Massachusetts Service Officers committees.

Sincerely,



Jennifer L. Baker - Town of Palmer Director/Veterans Service Officer

FY 2022 ANNUAL REPORT ASSESSORS

LOCAL EXPENDITURES

Appropriations	\$41,694,949.80
Offsets	\$78,640.00
Tax Title	\$40,000.00
Snow & Ice Deficits	\$63,676.12
State & County Charges	\$1,316,053.00
Overlay	\$149,658.33

TOTAL AMOUNT TO BE RAISED	\$43,342,977.25
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ESTIMATED RECEIPTS AND OTHER REVENUE SOURCES

Cherry Sheet Estimated Receipts	\$13,677,731.00
Local Estimated Receipts	\$5,780,971.00
Other Available Funds	\$1,754,233.36
Free Cash	\$656,530.44

TOTAL ESTIMATED RECEIPTS	\$21,869,465.80
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NET AMOUNT TO BE RAISED	\$21,473,511.45
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NET AMOUNT TO BE RAISED / TOTAL VALUATION = TAX RATE FY2022

\$21,473,511.45	/	\$1,082,880,053.00	=	\$19.83
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CLASSIFIED PERCENTAGES

	LEVY PERCENTAGE	LEVY BY CLASS
RESIDENTIAL	83.1958%	\$17,865,059.64
OPEN SPACE	0.00%	\$0.00
COMMERCIAL	6.1553%	\$1,321,759.05
INDUSTRIAL	4.2318%	\$908,716.06
PERSONAL PROPERTY	6.4171%	\$1,377,976.70
	100.00%	\$21,473,511.45

VALUATION BY CLASS

RESIDENTIAL	\$ 900,911,149.00
OPEN SPACE	\$ 0.00
COMMERCIAL	\$ 66,654,249.00
INDUSTRIAL	\$ 45,825,500.00
PERSONAL PROPERTY	\$ 69,489,155.00
TOTAL VALUATION	\$1,082,880,053.00

On behalf of The Board of Assessors,
Respectfully submitted by Keri-Ann Wenzel, Principal Assessor

A handwritten signature in black ink, appearing to read "Keri-Ann Wenzel", is written over a light blue rectangular background.

TAX COLLECTOR FY22

Schedule of Outstanding Receivables as of June 30, 2022

Real Estate Taxes

Levy of 2022	564,475.68
Levy of 2021	280,037.39
Levy of 2020	105,996.74
Levy of 2019	956.34
Prior Years	16,805.98
Total	968,272.13

Personal Property Taxes

Levy of 2022	80,129.09
Levy of 2021	50,858.33
Levy of 2020	14,262.66
Levy of 2019	10,655.23
Prior Years	52,636.66
Total	208,541.97

Motor Vehicle Excise

Levy of 2022	166,368.80
Levy of 2021	54,079.39
Levy of 2020	26,832.67
Levy of 2019	14,921.84
Prior Years	106,686.20
Total	368,888.90

UTILITY BILLIN-Charges

Sewer	496,569.26
Utility Liens Added to Taxes	66,139.54

Special Assessments

Receivable

Committed interest added to taxes	8,126.00
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Total	\$570,834.80
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Grand Total	\$ 2,116,537.80
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PARKING CLERK

5 tickets = \$180.00

PAID IN FINES

Respectfully submitted by,
Carolyn I Baldyga
Town Collector

TREASURERS REPORT FY22

<u>Financial Institution</u>	<u>Balance as of June 30, 2022</u>
Peoples United Bank (M&T)	929,278.15
Monson Savings Bank	10,777,784.04
Bartholomew Inc.	1,766,794.07
Eastern Bank	1,053,042.95
Country Bank	3,867,042.50
Rockland Bank	2,099,918.36
North Brookfield Sav Bank	32,556.70
Westfield Bank	242,837.13
Easthampton Sav Bank	533,063.89
Unibank	1,511,717.16

Town Accountant

Dept. No.	Dept. Name	Function	Encumbered From 2021	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2023	Ending Balance
111	Town Council	Stipend	-	8,400.00	-	8,400.00	7,600.00	800.00	-	800.00
		Expenditures	-	-	-	-	-	-	-	-
			-	8,400.00	-	8,400.00	7,600.00	800.00	-	800.00
123	Town Manager	Salaries	-	188,415.00	(8,366.57)	180,048.43	179,113.58	934.85	-	934.85
		Expenditures	45.00	36,360.00	254,989.90	291,394.90	38,650.86	252,744.04	250,000.00	2,744.04
			45.00	224,775.00	246,623.33	471,443.33	217,764.44	253,678.89	250,000.00	3,678.89
130	Audit	Expenditures	-	25,000.00	1,000.00	26,000.00	26,000.00	-	-	-
132	Reserve	Transfers	-	174,399.00	(149,511.00)	24,888.00	-	24,888.00	-	24,888.00
134	Actuarial	Expenditures	7,250.00	750.00	-	8,000.00	7,900.00	100.00	-	100.00
135	Accountant	Salaries	-	134,125.00	(1,126.00)	132,999.00	131,614.21	1,384.79	-	1,384.79
		Expenses	-	4,000.00	700.00	4,700.00	4,686.74	13.26	-	13.26
			-	138,125.00	(426.00)	137,699.00	136,300.95	1,398.05	-	1,398.05
137	Central Purchasing	Expenses	425.88	248,128.00	23,830.02	272,383.90	270,855.75	1,528.15	-	1,528.15
141	Assessors	Salaries	-	116,758.00	(950.00)	115,808.00	102,073.08	13,734.92	-	13,734.92
Dept. No.	Dept. Name	Function	Encumbered From 2021	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2023	Ending Balance

		Expenses	-	9,000.00					-	368.46
		Revaluation		30,000.00	950.00	-	9,950.00	9,581.54	368.46	
			87,400.00				117,400.00	29,225.00	88,175.00	88,175.00
			87,400.00	155,758.00		-	243,158.00	140,879.62	102,278.38	88,175.00
										14,103.38
145	Treasurer	Salaries	-	69,540.00					-	
		Expenses	-	10,624.00	3,856.37	73,396.37	73,395.59	0.78	-	0.78
	Tax Title	Expenses		12,000.00	(30.37)	10,593.63	10,175.18	418.45	-	418.45
			190,055.53		(7,400.00)	194,655.53	3,309.49	191,346.04	191,346.04	-
				92,164.00						
			190,055.53		(3,574.00)	278,645.53	86,880.26	191,765.27	191,346.04	419.23
146	Collector	Salaries	-	92,055.00					-	
		Expenses	-	12,815.00	5,500.00	97,555.00	95,505.46	2,049.54	-	2,049.54
	Tax Title	Expenses		3,750.00	(1,500.00)	11,315.00	8,120.93	3,194.07	-	3,194.07
			6,286.91		-	10,036.91	435.40	9,601.51	8,551.51	1,050.00
				108,620.00						
			6,286.91		4,000.00	118,906.91	104,061.79	14,845.12	8,551.51	6,293.61
151	Laws & Claims	Salaries	-	-	-	-	-	-	-	-
		Contract	-	100,000.00					-	
					(52,416.45)	47,583.55	45,543.26	2,040.29		2,040.29
				100,000.00					-	
					(52,416.45)	47,583.55	45,543.26	2,040.29		2,040.29
155	Computer Maint.	Expenses	-	130,000.00					-	
					20,000.00	150,000.00	145,120.40	4,879.60		4,879.60
161	Town Clerk	Salaries	-	98,513.00	-				-	
		Expenses		4,000.00		98,513.00	95,139.62	3,373.38	-	3,373.38
			3,730.00		500.00	8,230.00	3,737.31	4,492.69		4,492.69

Dept. No.	Dept. Name	Function	Encumbered From 2021	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2023	Ending Balance
				102,513.00					-	
			3,730.00		500.00	106,743.00	98,876.93	7,866.07		7,866.07

162	Elections & Reg	Salaries		10,500.00	-				-	
		Expenses	84.38	8,750.00	(500.00)	10,584.38	8,006.22	2,578.16	-	2,578.16
						8,250.00	8,165.74	84.26	-	84.26
			84.38	19,250.00	(500.00)	18,834.38	16,171.96	2,662.42	-	2,662.42
171	Conservation	Salaries	-	37,459.00	-	37,459.00	32,894.14	4,564.86	-	4,564.86
		Expenses		7,860.00	-				-	
			2,860.00			10,720.00	3,113.35	7,606.65	-	7,606.65
			2,860.00	45,319.00	-	48,179.00	36,007.49	12,171.51	-	12,171.51
175	Planning Board	Salaries		113,834.00	-				-	
		Expenses	300.00	5,619.00	-	114,134.00	109,545.12	4,588.88	-	4,588.88
						5,619.00	4,574.59	1,044.41	-	1,044.41
			300.00	119,453.00	-	119,753.00	114,119.71	5,633.29	-	5,633.29
192	Town Building	Salaries	-	-	2,500.00	2,500.00	1,302.62	1,197.38	-	1,197.38
		Expenses		30,000.00					-	
			53.51		10,876.67	40,930.18	40,930.18		-	
			53.51	30,000.00	13,376.67	43,430.18	42,232.80	1,197.38	-	1,197.38
193	Memorial Hall	Salaries	-	11,206.00	(2,421.75)	8,784.25	8,784.25	-	-	-
		Expenses	-	16,812.00	(1,288.08)	15,523.92	15,504.02	19.90	-	19.90
		Bldg. Maint.	-	2,400.00	3,302.75	5,702.75	5,694.23	8.52	-	8.52
			-	30,418.00	(407.08)	30,010.92	29,982.50	28.42	-	28.42

Dept.	Dept. Name	Function	Encumbered	Original	Transfers/	Revised	Expended	Balance	Encumbered	Ending
No.			From 2021	Appropriation	Amendments	Budget			To 2023	Balance

194	Converse Mid Sch	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	35,000.00				-	-	-
					(2,413.57)	32,586.43	32,586.43			
			-	35,000.00				-	-	-
					(2,413.57)	32,586.43	32,586.43			

195	Town Reports	Expenditures	-	1,500.00	-				-	
						1,500.00	468.63	1,031.37		1,031.37

210	Police	Salaries	-	2,415,678.00					-	
					(106,000.00)	2,309,678.00	2,281,589.23	28,088.77		28,088.77
		Expenses	-	114,600.00						
					27,350.00	141,950.00	123,048.75	18,901.25	18,788.71	112.54
		Contract Serv.	-	103,485.00						
					34,950.00	138,435.00	111,397.01	27,037.99	3,637.50	23,400.49
		Utilities	-	-	-	-	-	-	-	-
		Cruisers		90,000.00						
			34,098.07		17,500.00	141,598.07	129,655.57	11,942.50	11,697.54	244.96
				2,723,763.00						
			34,098.07		(26,200.00)	2,731,661.07	2,645,690.56	85,970.51	34,123.75	51,846.76

215	Police Station	Salaries	-	-	-	-	-	-	-	-
		Expenses		100,000.00					-	
			5,810.00		26,200.00	132,010.00	129,335.99	2,674.01		2,674.01
				100,000.00					-	
			5,810.00		26,200.00	132,010.00	129,335.99	2,674.01		2,674.01

220	Forest Warden	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-

Dept.	Dept. Name	Function	Encumbered	Original	Transfers/	Revised	Expended	Balance	Encumbered	Ending
No.			From 2021	Appropriation	Amendments	Budget			To 2023	Balance

241	Building Inspector	Salaries	-	125,934.00	-	125,934.00	112,863.08	13,070.92	-	13,070.92
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		Expenses	-	7,165.00	-	7,165.00	842.41	6,322.59	-	6,322.59
			-	133,099.00	-	133,099.00	113,705.49	19,393.51	-	19,393.51
244	Sealer	Salaries	-	-	-	-	-	-	-	-
		Expenses	-	500.00	-	500.00		500.00	-	500.00
			-	500.00	-	500.00		500.00	-	500.00
291	Emergency Mgmt	Salaries	-	4,500.00				-	-	-
					262.50	4,762.50	4,762.50			
		Expenditures	-	1,000.00					-	
					(262.50)	737.50	506.95	230.55		230.55
			-	5,500.00	-	5,500.00			-	
292	Dog Officer	Salaries	-	42,777.00				-	-	-
					(6,019.86)	36,757.14	36,757.14			
		Expenses		16,356.00					-	
			420.21		6,019.86	22,796.07	22,756.92	39.15		39.15
				59,133.00	-				-	
			420.21			59,553.21	59,514.06	39.15		39.15
294	Forestry	Salaries	-	5,000.00				-	-	-
					(3,870.00)	1,130.00	1,130.00			
		Expenses	-	85,000.00				-	-	-
					(1,880.84)	83,119.16	83,119.16			
			-	90,000.00				-	-	-
					(5,750.84)	84,249.16	84,249.16			
Dept. No.	Dept. Name	Function	Encumbered From 2021	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2023	Ending Balance
310	Schools	Salaries		16,809,610.00						
			1,961,508.43		(4,235,010.00)	14,536,108.43	13,091,144.52	1,444,963.91	1,335,571.00	109,392.91
		Expenses		-						
			10,541.68		4,235,010.00	4,245,551.68	4,225,280.45	20,271.23	20,270.78	0.45
				16,809,610.00	-					
			1,972,050.11			18,781,660.11	17,316,424.97	1,465,235.14	1,355,841.78	109,393.36

320	Pathfinder	Assessment	-	2,048,610.00					-	-	-
					103,747.00	2,152,357.00	2,152,357.00				
423	Snow & Ice	Overtime	-	40,000.00					-		
					33,530.95	73,530.95	73,530.24	0.71		0.71	
		Supplies	-	260,000.00					-		
					139,989.00	399,989.00	399,988.80	0.20		0.20	
			-	300,000.00					-		
					173,519.95	473,519.95	473,519.04	0.91		0.91	
424	Street Lights	Expenses	-	55,000.00					-	-	-
					30,685.77	85,685.77	85,685.77				
433	Waste Removal	Expenses	-	40,000.00					-	-	-
					(3,951.34)	36,048.66	36,048.66				
435	Ground Water	Expenses		25,000.00					-	-	-
			23,010.00		(10,159.49)	37,850.51	37,850.51				
490	Public Works	Salaries	-	882,918.00					-		
					(95,731.08)	787,186.92	787,157.93	28.99		28.99	
		Admin. Exp	-	65,000.00					-		
					15,441.37	80,441.37	80,437.96	3.41		3.41	
		Maint. Exp.	-	204,650.00							
					64,519.12	269,169.12	247,061.09	22,108.03	22,107.42	0.61	
		Utilities	-	14,100.00					-		
					(1,185.81)	12,914.19	12,913.10	1.09		1.09	
		Capital		27,500.00					-	-	-
			28,000.00		29,662.35	85,162.35	85,162.35				
				1,194,168.00							
510	BOH										
		Salaries	-	72,508.00					-		
						72,508.00	68,378.37	4,129.63		4,129.63	
		Expenses	-	13,618.00					-		
					2,109.00	15,727.00	8,927.68	6,799.32		6,799.32	
			-	86,126.00					-		
					2,109.00	88,235.00	77,306.05	10,928.95		10,928.95	
541	Council on Aging										
		Salaries		167,398.00					-		
			558.00		5,549.07	173,505.07	173,447.78	57.29		57.29	
		Expenses	-	4,440.00					-	-	-
					901.31	5,341.31	5,341.31				

			558.00	171,838.00	6,450.38	178,846.38	178,789.09	57.29	-	57.29
543	Veterans	Salaries	-	32,553.00	417.77	32,970.77	32,970.77	-	-	-
		Expenses	-	6,205.00	25.00	6,230.00	6,058.55	171.45	170.00	1.45
		Misc. & Ben.	-	326,136.00	(6,043.30)	320,092.70	257,292.73	62,799.97	-	62,799.97
			-	364,894.00	(5,600.53)	359,293.47	296,322.05	62,971.42	170.00	62,801.42
610	Library	Salaries	3,435.55	554,988.00	(15,175.00)	543,248.55	543,062.48	186.07	-	186.07
		Expenses	-	291,254.00	15,175.00	306,429.00	306,428.00	1.00	-	1.00
			3,435.55	846,242.00	-	849,677.55	849,490.48	187.07	-	187.07
630	Recreation	Salaries	-	9,500.00	-	9,500.00	459.77	9,040.23	-	9,040.23
		Expenses	-	5,000.00	-	5,000.00	648.75	4,351.25	-	4,351.25
			-	14,500.00	-	14,500.00	1,108.52	13,391.48	-	13,391.48
692	Memorial Day	Expenses	-	3,500.00	(442.77)	3,057.23	2,704.22	353.01	-	353.01
710	Debt Principal		-	1,004,040.00	-	1,004,040.00	1,004,039.92	0.08	-	0.08
751	Debt Interest		-	214,729.00	-	214,729.00	214,725.91	3.09	-	3.09
910	County Retirement Assessment		-	2,002,502.00	-	2,002,502.00	2,002,502.00	-	-	-
913	Unemployment		-	100,000.00	-	100,000.00	2,237.96	97,762.04	-	97,762.04

914	Group Health Insurance		-	5,258,587.00	-	5,258,587.00	4,863,768.17	394,818.83	334,513.43	60,305.40
915	Group Life Insurance		-	13,627.00	-	13,627.00	12,323.40	1,303.60	-	1,303.60
919	Medicare		-	251,000.00	17,069.64	268,069.64	260,664.54	7,405.10	-	7,405.10
945	Gen and W/C Insurance		-	630,804.00	(17,069.64)	613,734.36	542,461.00	71,273.36	-	71,273.36
950	Transfer Out	Cap Imp Stab	-	-	-	-	-	-	-	-
970	Transfer(s) Out	OPEB/Comp Ab	-	-	-	-	10,000.00	(10,000.00)	-	(10,000.00)
	Total General Fund		2,365,873.15	36,336,344.00	403,395.00	39,105,612.15	36,230,179.32	2,875,432.83	2,284,828.93	590,603.90
443	WWTP	Salaries		715,837.00					-	7,750.49
		Expenses	-	1,056,500.00	(29,755.00)	686,082.00	678,331.51	7,750.49	-	5,740.30
		Sewer Maint	-	112,000.00	109,955.00	1,166,455.00	1,160,714.70	5,740.30	-	959.45
		Capital		-	(25,200.00)	86,800.00	85,840.55	959.45		-
		Admin Alloc	159,825.00	-	55,000.00	214,825.00	125,550.00	89,275.00	89,275.00	
			-	-	-	-	106,327.00	(106,327.00)	-	(106,327.00)
			159,825.00	1,884,337.00	110,000.00	2,154,162.00	2,156,763.76	(2,601.76)	89,275.00	(91,876.76)
710	Debt Principal		-	543,736.00	-	543,736.00	543,435.86	300.14	-	300.14
751	Debt Interest		-	140,001.00	-	140,001.00	139,699.83	301.17	-	301.17

910	County Retirement Assessment	-	181,058.00	-	181,058.00	181,058.00	-	-	-
913	Unemployment	-	1,050.00	-	1,050.00	-	1,050.00	-	1,050.00
914	Group Health Insurance	-	168,243.00	11,800.93	180,043.93	180,043.93	-	-	-
915	Group Life Insurance	-	318.00	-	318.00	282.00	36.00	-	36.00
919	Medicare	-	8,049.00	550.00	8,599.00	8,565.33	33.67	-	33.67
945	Gen and W/C Insurance	-	21,050.00	(12,350.93)	8,699.07	-	8,699.07	-	8,699.07
	Financing Uses	-	-	-	-	410,000.00	(410,000.00)	-	(410,000.00)
	Total Wastewater Fund	159,825.00	2,947,842.00	110,000.00	3,217,667.00	3,619,848.71	(402,181.71)	89,275.00	(491,456.71)

PALMER POLICE DEPARTMENT

Mission Statement

A commitment to the citizens of the Town of Palmer to create a proactive partnership and, through unity, attain a high quality of life for all citizens in a safe, peaceful environment; policing our community and ourselves to ensure respect and fairness to all and integrity and professionalism in all that we do.

Calls for Service

From July 1, 2021, through June 30, 2022, the Palmer Police Department answered approximately 22,850 calls for service, which included 2,139 medical related calls. From these calls, 1,771 criminal offenses were recorded and investigated. Additionally, 689 individuals were arrested /summoned / taken into custody, 1,044 incident reports were completed, 1,803 traffic citations were issued for 2,342 violations. There were 399 traffic crashes, involving 672 operators/occupants, resulting in injuries to 84 individuals. The use of Alcohol or drugs by the operator was suspected in 38 (7.3%) of those crashes. Two (2) fatal accidents were reported during this period. A statistical report of the year's activity follows this report.

The department has an authorized strength of 22 full time and 12 Reserve/Special police officers. Our Dispatch Center is staffed by 6 full time and 3 part time 911 Emergency Telecommunications Dispatchers who provide 24/7 coverage for the police department, the towns three fire departments and the Palmer Ambulance Service. An additional 3 part time/per diem civilian employees provide support services to the daily operations of the police department. Our Emergency Telecommunications Dispatchers are certified by the state of Massachusetts as Enhanced 911 Telecommunicators and certified in Emergency Medical Dispatcher (EMD). This certification provides the opportunity to identify the complaint, triage the severity of the situation and begin providing pre-arrival, life-saving medical instructions to the caller before First Responders arrive on scene.

Grants Received

The department received the following grants during this reporting period:

9-1-1 Training Grant (State 911 Department) - \$33,850. awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - \$50,276. awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing

enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

9-1-1 Emergency Medical Dispatch Grant - \$890.00 to cover Fees for EMD medical director review and approval of emergency medical dispatch quality assurance program.

Bureau of Justice Assistance Grant - Bulletproof Vest Partnership - \$4,000.00 The purpose of this grant is to provide funding for Tactical-level body armor uniquely fitted for primary wear by individual officers.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Technical Assistance Grant - \$5,000.00 awarded. The purpose of this grant is to designate Palmer Police personnel to act as a liaison to Hampshire

Hope to provide interagency communications and record all outreach engagements to facilitate, document and manage interagency activity with participants in the DART and Hampshire HOPE program.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Supplies & Services Grant - \$7,500.

The purpose of this grant is to provide continued training of personnel and establishment of protocols for compliance with DART program and reported requirements. Funding is for costs associated with Palmer Police Department DART Team which provides substance use related outreach to overdose victims or high-risk substance users and their families in a timely manner. This outreach may be in partnership with Recovery Coaches, Harm Reductionists, clinicians and DART Team Officers.

Safe Policing Certification

The Palmer Police Department maintains certification by Massachusetts Police Accreditation Commission and the United States Department of Justice for meeting standards for Certification on Safe Policing for Safe Communities pursuant to the Presidential Executive order of June 16, 2020, Executive Order # 13929. This certification confirms that the Palmer Police Department maintains policies that adhere to applicable federal, state and local laws prohibiting the use of chokeholds, except in situations where the use of deadly force is allowed by law. Additionally, the department maintains policies that adhere to law enforcement best practices as it relates Use of Force, Use of Force termination, Duty to Intervene, De-escalation and provision of appropriate medical care.

The Palmer Police Department participates in the National Use-of-Force data collection program. We began participating in this valuable, voluntary data collection program in 2020. Participation in the data collection is open to all federal, state, local, and tribal law enforcement and investigative agencies. The FBI works closely with law enforcement and major law enforcement organizations to encourage agencies to share this important data. The FBI provides a web portal and bulk electronic submission options for agencies to report actions by their officers as a response to resistance that result in the death or serious bodily injury of a person, or when a law enforcement officer discharges a firearm at or in the direction of a person. The FBI began collecting this data from law enforcement agencies on January 1, 2019. The most recent data is available on the FBI's Crime Data Explorer website.

Training

Sworn and non-sworn Members of the Palmer Police Department attended annual training programs during FY-2022 to enhance their skills. This training included but was not limited to the following:

De-escalation training	Duty to intervene	Defensive Tactics
Implicit Bias	Use of Force training	Firearms qualification
Electronic Control Weapons	Bias Free Policing	Legal Update
Mass Gatherings	CPR	First Responder

Specialized Training

Members of the Palmer Police Department attended specialized training programs during FY-2022 to enhance their skills for their supervisory or specialized positions. Specialized training included but was not limited to the following:

- Supervisory personnel certification in Internal Affairs Investigations
- Force Science Institute – Use of Force Investigation certification
- Supervisory personnel certified in De-escalation
- FBI Law Enforcement Executive Development - Supervisor Leadership Institute
- FBI Law Enforcement Executive Development - Command Leadership Institute
- FBI Law Enforcement Executive Development – Executive Leadership Institute
- Field Training Officer certification
- Body-Worn Camera
- School Resource Officer Certification
- Investigations
- Juvenile Law
- Active Shooter Training
- DART Officer

Promotions & Appointments

The following promotions and appointments were made in FY 2022, effective on 07/01/2021:

- Officer Kenneth Baer was promoted to the rank of Sergeant
- Officer Matthew Parsons was promoted to the rank of Acting Sergeant
- Officer Christopher Melnick was promoted to the rank of Acting Sergeant

Appointments:

- | | |
|---|--------------|
| • Nathaniel Pagan - Fulltime Police Officer | August 2021 |
| • Daniel Toth – Fulltime Police Officer | August 2021 |
| • Michael Ciofalo - Fulltime Police Officer | August 2021 |
| • Scott Kopacz - Fulltime Police Officer | March 2022 |
| • Kyle Greene - Fulltime Police Officer | March 2022 |
| • Brandon Bedore – Fulltime Dispatcher | May 2022 |
| • Per-Diem Dispatcher Jose Aponte | October 2021 |
| • Catherine Costa – Parttime Firearms Licensing | April 2022 |

Retirements

- | | | |
|-------------------------------------|--------------------|---------------------|
| • Sergeant Rodney North | Retired 07/01/2021 | 36 years of Service |
| • Detective Paul Lukaskiewicz | Retired 07/15/2021 | 31 years of service |
| • Patrolman John Melnick | Retired 06/16/2022 | 31 years of service |
| • Senior Dispatcher Catherine Costa | Retired 04/10/2022 | 20 years of service |

Programs

DART Team

The Palmer Police Department continues its partnership with Hampshire Hope to provide support services for those at risk of opioid overdose. The Drug Addiction and Recovery Team (DART) is a free service that supports people who are at risk for an opioid overdose or, family members affected by overdose. Members of DART are specially trained recovery coaches, harm reduction specialists, and police officers who provide access to harm reduction tools, such as NARCAN and safety plans for use. We also provide connections to community resources, as well as short or long-term recovery support. This program has been very successful, providing outreach to 104 individuals and families in 2021 with more than 72 individuals and families referred to Hampshire Hope and receiving services.

Crisis Intervention Team (CIT)

The Palmer Police Department Crisis Intervention program is designed to improve police response to mental health crises, help individuals with mental health and substance use conditions access behavioral health services rather than enter the criminal justice system, and promote safety for the individual and police officers. The program is designed to promote collaboration among law enforcement, mental health and substance use professionals, advocates, and people with lived experience and their families. Key components of CIT programs include accessible crisis systems, 40-hour training curriculum for law enforcement and other first responders, behavioral health staff training, and direct participation by people with lived experience.

On June 27, 2022, the Palmer Police Department received certification and recognition from the International Association of Chiefs of Police (IACP) for completion of the One Mind Campaign Pledge by training and certifying 100% of our officers in Mental Health First Aid awareness training. In addition to this training, certification also requires that at least 20% of sworn staff are also trained in Crisis intervention Training (CIT), to improve their response to those with mental health conditions in the community. Although certification requires only 20% training in CIT, we trained 100% of our Patrol and Dispatch personnel at this advanced level.

We have also developed and implemented policy and procedure which addresses Law Enforcement response to individuals with mental health conditions. We have been involved in a sustainable partnership with Behavioral Health Network (BHN) since August of 2020 to provide basic and crisis level mental health support and response alternatives to persons in crisis. We have completed the One Mind Campaign Pledge a year and a half ahead of the three years allotted for its completion.

Behavioral Health Network (BHN) Co-Response Program

The Palmer Police Department partnered with Behavioral Health Network (BHN) to provide a co-response program utilized when responding to mental health related calls. This program provides a clinical co-response to the Towns of Palmer, Monson, Wilbraham, Ludlow Belchertown and Ware. BHN personnel are based at Palmer Police Department Monday thru Friday from 12:00 p.m. to 8:00 p.m. They provide an immediate, front-line response to any mental health crisis that

police may encounter. This response was available to assist with more than 140 instances where individuals were experiencing a behavioral health crisis.

Body-worn Camera Program

The Palmer Police Department began its Body-Worn Camera Program in April of 2022. Start-up costs for the program were paid for by a grant award of \$31,200.00 received from the Department of Justice Byrne Grant. The department purchased thirty (30) Body-Worn cameras, which are worn by uniformed personnel assigned to the Patrol function.

Note of Thanks

I would like to thank members of our community for their continued support and encouragement. The individuals and businesses in this community have been exceptional community partners to work with to ensure the safety of our community. I would also like to thank Town Manager Ryan McNutt and the Palmer Town Council members for their ongoing support. I am grateful for the strong partnerships we have formed with the Palmer Public Schools, Pathfinder Regional High School, Palmer Board of Health, Palmer Department of Public works, Palmer Ambulance Service and the Palmer, Three Rivers and Bondsville Fire Departments. We thank you for your assistance and cooperation throughout the year.

I would also like to thank the civilian, sworn and volunteer members of the Palmer Police Department for their service to the community. I am at a loss for words that adequately express my deepest gratitude for their dedication and professionalism as they work tirelessly to keep our community safe.

Respectfully Submitted,

Christopher J. Burns

Christopher J. Burns

Chief of Police

Palmer Police Department
Annual report - FY2022
07/01/2021 to 06/30/2022
Crimes Against Property

<u>FEB</u>	<u>JUL</u> <u>MAR</u>	<u>AUG</u> <u>APR</u>	<u>SEP</u> <u>MAY</u>	<u>OCT</u> <u>JUN</u>	<u>NOV</u> <u>TOTALS</u>	<u>DEC</u>	<u>JAN</u>
ARSON OF DWELLING HOUSE, ATTEMPT	0	0	0	0	0	0	1
0	0	0	0	0	1		
BURN WOODS	0	0	0	0	0	0	0
0	1	0	0	0	1		
ATTEMPT TO EXTORT BY THREAT	0	0	0	0	0	0	0
0	0	0	1	0	1		
BURGLARY/BREAKING AND ENTERING	0	0	0	1	0	0	0
1	0	0	0	0	2		
B&E NIGHTTIME FOR FELONY	2	1	3	0	0	0	1
1	0	0	0	2	10		
B&E FOR MISDEMEANOR	2	1	0	0	0	0	0
0	0	2	0	1	6		
B&E NIGHT TIME, INTENT TO COMMIT	0	0	0	0	0	0	0
0	0	0	2	0	2		
B&E DAY TIME, INTENT TO COMMIT	0	0	0	1	0	0	0
0	0	0	0	0	1		
B&E DAYTIME FOR FELONY	0	0	0	0	0	0	0
0	0	1	0	0	1		
LARCENY IN BUILDING, SHIP, VESSEL	0	0	0	1	0	0	0
0	0	0	0	0	1		
LARCENY UNDER \$1200 c266 §30(1)	1	0	0	0	0	0	0
0	0	0	0	0	1		
LARCENY FROM BUILDING	1	1	1	1	0	0	0
2	0	0	0	0	6		
LARCENY OF PROPERTY OVER \$1,200	1	0	0	0	0	0	0
0	0	0	0	0	1		
ATTEMPT TO COMMIT CRIME B&E	0	0	0	0	0	0	0
0	0	0	0	1	1		
LARCENY FROM PERSON	0	0	0	0	0	0	0
0	0	0	0	1	1		
SHOPLIFTING BY CONCEALING MDSE	1	1	1	1	0	0	0
1	2	3	0	3	13		
LARCENY FROM BUILDING	1	0	0	2	2	0	4
1	1	0	0	0	11		
B&E NIGHT TIME, INTENT TO COMMIT	0	0	0	0	0	0	3
0	0	0	0	0	3		
B&E NIGHT TIME, INTENT TO COMMIT	0	0	0	0	0	0	0
0	5	0	0	0	5		
B&E NIGHTTIME FOR FELONY (M/V)	1	0	0	0	0	0	0
1	0	0	0	0	2		
B&E FOR MISDEMEANOR	1	0	2	0	0	0	0
0	0	0	0	0	3		
FIREARM, LARCENY OF	1	0	0	0	0	0	0
0	0	0	0	0	1		

LARCENY UNDER \$1200 c266 \$30(1	1	2	0	0	0	0	2
0	0	0	0	0	5		
NUMBER PLATE, TAKE	0	0	0	0	0	0	0
0	0	0	1	0	1		
LARCENY OF PROPERTY OVER \$1,20	0	0	0	0	0	2	0
0	0	0	1	0	3		
B&E NIGHT TIME, INTENT TO COMM	0	0	0	0	0	0	0
0	1	0	0	0	1		
LARCENY FROM A PERSON	0	0	0	0	0	0	0
0	0	0	1	0	1		
LARCENY FROM A PERSON 65 YRS.	0	0	0	0	0	0	0
0	0	0	0	1	1		
ATTEMPTED LARCENY OVER \$1200 B	0	0	0	0	0	0	0
0	0	0	0	1	1		
LARCENY OF PROPERTY \$1,200. or	0	0	0	0	1	1	1
3	1	1	0	0	8		
LARCENY OF PROPERTY OVER \$1,20	0	0	0	0	0	0	0
1	0	1	1	0	3		
LARCENY OVER \$1200 c266 \$30(1)	1	0	0	0	0	0	1
1	0	0	0	0	3		
LARCENY UNDER \$1200	2	1	1	1	0	0	0
1	2	3	0	7	18		
LARCENY BY CHECK	0	0	0	0	0	0	1
0	0	0	0	0	1		
LARCENY OF CONTROLLED SUBSTANC	0	0	0	0	0	0	1
0	0	0	0	0	1		
LARCENY OF A MOTOR VEHICLE OR	0	0	0	0	0	1	1
0	1	0	0	0	3		
MOTOR VEH, TAKING & STEALING P	0	1	0	0	0	0	0
0	0	0	0	0	1		

Palmer Police Department
Annual report - FY2022
07/01/2021 to 06/30/2022
Crimes Against Property (CONTINUED)

<u>FEB</u>	<u>JUL</u> <u>MAR</u>	<u>AUG</u> <u>APR</u>	<u>SEP</u> <u>MAY</u>	<u>OCT</u> <u>JUN</u>	<u>NOV</u> <u>TOTALS</u>	<u>DEC</u>	<u>JAN</u>
USE MV WITHOUT AUTHORITY	0	0	0	1	2	0	2
1	0	1	0	0	7		
FORGERY OF CHECK	0	0	0	1	0	1	2
1	0	0	0	1	6		
UTTER FALSE CHECK	0	0	0	0	1	0	1
0	0	0	0	1	3		
LARCENY OVER \$1200 BY FALSE PR	0	1	0	0	1	0	1
0	0	0	1	0	4		
LARCENY UNDER \$1200 BY FALSE P	1	0	0	1	0	0	0
0	0	0	0	0	2		
LARCENY FROM PERSON +65	0	0	0	0	0	0	0
1	0	0	0	0	1		
LARCENY OVER \$1200 BY SINGLE S	0	0	1	0	0	0	0
0	0	0	0	0	1		

LARCENY UNDER \$1200 BY SINGLE	1	1	0	0	0	0	0
0	0	0	0	0	2		
LARCENY OVER \$1,200.00 BY SING	0	0	2	0	1	2	0
2	0	1	1	1	10		
ATEMPTTED LARCENY UNDER \$1,200	0	1	0	0	0	0	0
0	0	0	0	0	1		
LARCENY UNDER \$1,200.00 BY FAL	0	0	0	0	1	0	1
0	0	0	0	0	2		
LARCENY BY CHECK OVER \$1200 c2	0	0	0	0	1	1	0
0	0	0	0	0	2		
CREDIT CARD FRAUD UNDER \$1200	1	1	0	0	0	0	0
0	0	0	1	0	3		
ATTEMPT TO COMMIT CRIME-LARCEN	0	0	0	0	1	0	0
0	0	0	0	0	1		
RMV DOCUMENT, POSSESS/USE FALS	2	0	0	0	0	0	0
0	0	0	0	0	2		
CREDIT CARD FRAUD OVER \$1200 c	0	1	0	1	0	2	0
0	0	1	0	0	5		
IDENTITY FRAUD	2	5	1	3	1	0	0
0	1	3	3	0	19		
LARCENY OF PROPERTY \$1,200. or	0	0	1	0	0	1	0
0	0	0	0	0	2		
LARCENY UNDER \$1200 c266 §30(1	0	0	0	0	1	0	0
0	0	0	0	0	1		
RECEIVE STOLEN PROPERTY +\$1200	0	0	0	0	0	0	0
0	0	1	0	1	2		
RECEIVE STOLEN PROPERTY -\$1200	0	0	0	0	0	0	0
0	0	1	0	0	1		
LARCENY OF CONTROLLED SUBSTANC	0	0	0	1	0	0	0
0	0	0	0	0	1		
VANDALIZE PROPERTY c266 §126A	6	3	1	2	2	1	2
3	8	9	0	4	41		
TAGGING PROPERTY c266 §126B	0	1	0	0	0	0	0
0	0	0	0	0	1		
DESTRUCTION OF PROPERTY +\$1200	0	1	5	0	0	0	1
1	1	2	0	0	11		
DESTRUCTION OF PROPERTY -\$1200	1	1	0	1	0	0	0
0	2	0	2	2	8		
MALICIOUS DESTRUCTION OF MV	2	2	2	0	1	2	1
0	0	4	1	1	16		
THREAT TO COMMIT ARSON	0	0	0	0	0	0	1
0	0	0	0	0	1		
LARCENY BY CHECK OVER \$1,200.	0	0	0	0	0	1	0
0	0	0	0	0	1		
<hr/>							
TOTALS	32	26	21	20	16	15	28
22	26	34	15	28	283		

Palmer Police Department

Annual report - FY2022

07/01/2021 to 06/30/2022

Arrests On View & Based on Incident/Warrants By Race, Sex and Age

	<u>00-10</u>	<u>11-17</u>	<u>18-24</u>	<u>25-34</u>	<u>35-54</u>	<u>> 55</u>
	<u>TOTALS</u>	<u>Hispanic</u>				
Asian						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	1	0	0	0
	1	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
Black						
Female	0	0	0	2	2	0
	4	1				
Male	0	0	3	4	6	1
	14	1				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
American Indian/Alaskan Native						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
Native Hawaiian Or Other Pacif						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
Unknown						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				

Non-Binary	0	0	0	0	0	0
	0	0				
	White					
Female	0	2	10	33	38	12
	95	8				
Male	0	1	35	64	72	35
	207	24				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
TOTALS	0	3	49	103	118	48
	321	34				

Total Arrests On-view/warrant, Summons, Protective Custody = 689

Palmer Police Department

Annual report - FY2022

07/01/2021 to 06/30/2022

Summons Arrests By Race, Sex and Age

	<u>00-10</u>	<u>11-17</u>	<u>18-24</u>	<u>25-34</u>	<u>35-54</u>	<u>> 55</u>
TOTALS	Hispanic					
	Asian					
Female	0	0	0	0	0	0
	0	0				
Male	0	0	1	0	0	0
	1	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
	Black					
Female	0	1	0	6	0	1
	8	0				
Male	0	0	6	2	5	3
	16	1				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
American Indian/Alaskan Native						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				

Non-Binary	0	0	0	0	0	0
	0	0				
Native Hawaiian Or Other Pacif						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
Unknown						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	1	0	0
	1	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
White						
Female	0	6	17	22	31	1
	77	20				
Male	0	8	26	46	60	26
	166	31				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				
<hr/>						
TOTALS	<hr/> 0	<hr/> 15	<hr/> 50	<hr/> 77	<hr/> 96	<hr/> 31
	269	52				
 Total Arrests On-view/warrant, Summons, Protective Custody = 689 Palmer Police Department Annual report - FY2022 07/01/2021 to 06/30/2022 <u>Protective Custody Arrests By Race, Sex and Age</u>						
	<u>00-10</u>	<u>11-17</u>	<u>18-24</u>	<u>25-34</u>	<u>35-54</u>	<u>≥ 55</u>
	<u>TOTALS Hispanic</u>					
Asian						
Female	0	0	0	0	0	0
	0	0				
Male	0	0	0	0	0	0
	0	0				
Unknown	0	0	0	0	0	0
	0	0				
Non-Binary	0	0	0	0	0	0
	0	0				

Palmer Police Department
Annual report - FY2022
07/01/2021 to 06/30/2022
Weapon(s) Involved In Offense

Percentage	Occurrence (s)	
<hr/>		
Firearm (Unspecified)	2	0.1 %
Handgun	9	0.5 %
Handgun (Automatic)	6	0.3 %
Rifle	2	0.1 %
Shotgun	4	0.2 %
Other Firearm	2	0.1 %
Knife/Cutting Instrument	12	0.7 %
Blunt Object	11	0.6 %
Motor Vehicle	9	0.5 %
Personal Weapons (Hands/Feet/Etc)	152	8.6 %
Asphyxiation (Drown/Strangle/Suffocate/Gas)	1	0.1 %
Other	19	1.1 %
Unknown	1	0.1 %
None	1541	87.0 %
<hr/>		
Total Occurrences	1771	100.0 %

Palmer Police Department
Annual report - FY2022
07/01/2021 to 06/30/2022
Suspected Of Using Statistics

Percentage	Occurrence (s)	
<hr/>		
Alcohol	327	61.7 %
Drugs/Narcotics	120	22.6 %
Not Applicable	82	15.5 %
<hr/>		
Total Occurrences	530	100.0 %

Department of Public Works Annual Report – 2022

The Palmer Department of Public Works herewith submits its annual report for 2022.

In the summer months, crews concentrate their efforts on roadside mowing, street sweeping, pothole patching, painting crosswalks, stop lines, Railroad crossings, etc. in all four villages. Many failing structures such as manholes, catch basins and drop inlets continue to be rebuilt through the spring summer and fall months.

DPW installed 300' of new drainage on Thompson St.

A large section of sidewalk was replaced from Randall Street to Capital cleaners that was funded with chapter 90 funds and partially by property owner.

We had a large sinkhole appear on Main St. Palmer in July and DPW had to plate the road and make a quick decision on how to repair. The sinkhole ended up being a 200-foot-long drainage pipe repair and was funded by emergency chapter 90 funding.

Torrential downpours on July 17th washed away Rondeau Rd. and our crews were here around the clock for two days straight to help the residents that were stranded in their homes. The downpours came in the middle of the night and created 3 to 4' deep trenches that made the road impassable! Thanks to our guys for all their hard work and effort to keep everyone safe!!

Through the towns Capital Improvement Plan, the highway division was approved to purchase a new Mack plow truck and sander and a new Ford F-600 with plow and sander. Unfortunately, with the crisis and computer chip shortage, we are still waiting on these two pieces of equipment. Delivery of these two trucks is expected late fall to early winter.

Our crews went out a total of 27 times for snow and ice events. Even though only six of those events were plowable, we still used a total of 3,900 tons of salt. Rain to ice events is more difficult to regulate our salt usage than a typical plowable snowstorm. (More rounds of salt) As always, our guys do a great job keeping our roads clear and safe throughout the winter season! Dave Handzel, Superintendent of Parks Division strives to keep all twenty-five town fields, parks, playgrounds, recreational areas, and school grounds in town looking their best for all sporting events, and children and families to enjoy.

The old rod iron fence at Oak Knoll cemetery was taken down by the DPW and was replaced with a new decorative aluminum fence. A section of fence was saved at the Historical center. Jeff Pardo, Cemetery Foreman continues to work diligently as caretaker to maintain all town owned cemeteries took always look their best.

A total of 26 large Oak trees were taken down at Oak Knoll. These trees were all dead and were becoming a safety hazard.

At this time, I would like to thank all town departments and personnel that have assisted me and the DPW throughout the year.

Respectfully submitted,

Rich Josephson Asst. DPW Director

PALMER WATER POLLUTION CONTROL FACILITY ANNUAL REPORT

Capital improvements at our facilities and collection system will continue annually.

As the treatment plant and 10 pumping stations are approaching 40 years of service, the town is moving forward in the replacement of the roofs at the treatment plant and pump stations 1-4. We are also moving forward with the replacement of our sludge dewatering equipment (Belt Filter Press) to a centrifuge which should save the town money on sludge disposal. The cost of sludge disposal has increased because of the closing of area landfills and increased trucking cost from our contractor.

We have also had an electrical upgrade which replaced the main plant transformer and all of the main electric cables that carry electricity to the plant for the operation of all the equipment.

We finished a sewer rate study evaluation so we can better understand where the sewer rate needs to be adjusted too so we can continue to make repairs and improvements to the treatment plant and the 10 pumping stations.

We are also currently replacing the back up generators at pump stations 4 and 5 as they are also over 40 years old and are at the end of their life.

I would like to thank my staff at the wastewater treatment plant for their dedication, cooperation, and professionalism that they demonstrate on a daily basis.

Respectfully submitted,

Kenny Lord
Superintendent



Palmer Public Library
1455 North Main Street
Palmer, MA 01069
(413) 283-3330

Annual Report for Fiscal Year 2022

Summer Reading

The Summer Reading program took place in July and August and, due to COVID, looked a little different than it had in years past. The theme was “Tales and Tails,” and a combination of music, art, and science workshops filled the programming schedule.

Much of the special programming for the summer took place online and on our YouTube channel. Youth Services Librarian Angela Sanches and Assistant Youth Services Librarian Dan Meadow made sure that our youngest patrons had access to the same great programming despite the fact that we couldn’t all meet in our Community Room. Online performances included Jungle Jim, whose combination of magic, music, and comedy always makes him a hit, and Little Red Wagon Theatre, a traveling troupe of student actors from the University of New Hampshire who are a crowd favorite here in Palmer. Mother Goose & Honque the Goose stopped by on our YouTube channel to share some stories and laughs, and David Hyde Costello provided a video series centered on animal myths, tales, and legends. Zoo on the Go showed off some amazing animals, and we wrapped up our Summer Performance Series with a performance by the legendary Toe Jam Puppet Band. We are grateful to the Palmer Cultural Council for supporting this program.

Other online programming included the “Look a Book!” series with Mr. Dan and baby Walter. Throughout the summer, we had “Library on the Lawn,” where families could come and play games, make some chalk art, and have a snack in our side yard. We also offered many Drop-In and Take-and-Make Crafts for kids and families to enjoy!

Young Adult Librarian Bridget Kennedy planned and organized an amazing lineup of programming for our teens and young adults. Events included: Cupcake Wars, a virtual talk entitled “Teenage Mutant Ninja Turtles: From the Underground to Superstardom,” virtual workshops on creative writing and navigating the college admissions process, and a virtual Marvel Trivia contest.

Adult Services Librarian Amy Golenski provided some excellent programming this summer, including a virtual Pet Meet & Greet and a six-week virtual dog training workshop. Author Terry Wolfish Cole led a virtual workshop on Personal Storytelling and appraiser Mike Ivan offered a virtual Antiques Roadshow program called “What’s It Worth?” And to round everything off, Amy also organized a virtual Q & A with cat behaviorist Rachel Geller, Ed.D

We were able to provide over 700 free t-shirts to our Read-at-Home participants. Every child, teen, and adult who completed 47 days of reading also got to take home a book prize.

Outreach

Angela Sanches and new Assistant Youth Services Librarian Olivia Chartrand collaborated with Margaret White and the Palmer Monson Family Network. They helped organize a story walk in downtown Three Rivers and participated in a special event at Pulaski Park.

We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, and the Palmer Senior Center.

Library Director Stephanie Maher became a member of the “Age and Dementia Friendly Taskforce” and has been working with Marlene Johnson, Executive Director of the Palmer Council on Aging, and her staff, alongside Becky Bash of the Pioneer Valley Planning Commission, to obtain “Age and Dementia Friendly” status for the Town of Palmer.

Outreach Librarian Sandra Burke travels around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to leave their homes. In FY22, delivery service increased to once a week, and not only included library materials but also COVID tests, masks, gloves, and food deliveries. We are always striving to provide as much access to our collection as we can. We hope to expand our outreach services to meet the needs of as many people in our community as possible.

The Library also started a small food pantry that provides ready-to-eat food items and personal care products to any patron who needs them. The pantry is available anytime the library is open and located in our Town Square kitchen. With the help of monetary donations and donations from Palmer Food Share we have been able to provide easy-to-open, easy-to-eat food. This combined with the installation of a new water fountain that is designed to easily fill a water bottle means the library is better able to meet the needs of our community, especially during the hottest and coldest months of the year.

Meeting Spaces

In FY22, our meeting rooms were booked 972 times by a variety of local civic groups like the Boy Scouts, the Homeschool Collective, and Palmer Cowboys, as well as private companies and nonprofit organizations. Cataloger Ashley Ngan continued to do an excellent job managing our meeting spaces.

Local artist and poet Denise Fontaine-Pincince volunteered her time booking monthly art displays in our Community Room. With Denise’s help, we have a vibrant and ever-changing art gallery at no cost to the public, and we get the chance to highlight some of the most talented members of our community.

Programming

In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by skilled library staff.

Adult Services Librarian Amy Golenski organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were: J.R. Greene’s presentation about the Quabbin Reservoir, a Meet & Greet with artist Barbara Sullivan, a workshop on accessing our e-content using the Libby app, and a series of virtual food and cooking programming with author and chef Collin McCollough including “Breakfast Smoothies that Taste Like Dessert,” “All About Beans & Legumes,” and “Fresh Whole Food Soups.” Tom Goldscheider did a virtual talk on Sojourner Truth, Author Charles Nothe stopped by to talk about his book “Five Names on a Granite Slab,” and Dennis Picard visited around Halloween to

give a presentation on “Pox, Pus, and Creeping Miasma: Disease & Death in Colonial New England.” Also included in Amy’s offerings were workshops on Alzheimer’s disease with Dr. Andrew Budso and a “Planning for Final Arrangements” presentation by Sandy Ward.

Youth Services Librarian Angela Sanches and Assistant Youth Services Librarians Dan Meadow & Olivia Chartrand provided weekly virtual story times and music programs for toddlers and preschoolers from September through March.

In an effort to keep everyone safe and healthy the focus changed from in-person programming to virtual programming and take-and-make crafts. Some of the offerings included: a Take-Home Pumpkin Painting Craft, Roblox and Minecraft Clubs, a Spooky Library Scavenger Hunt, and a virtual trivia contest entitled “Are You Smarter than a Librarian?” The winter meant Snowman Take & Make Crafts flew off the shelves, and families signed up to bring home a “Make Your Own Gingerbread House” kit complete with icing and lots of candy. Mondays were renamed “Makerspace Mondays” and families were invited to explore new toys, technology, and art supplies in the Community Room on Monday mornings. There were also virtual escape rooms and a Leprechaun Slime workshop. As the weather turned warmer, kids and families could hang out outside on our side lawn for story times and play a little croquet. Family Board Game Night was a hit, and everyone was very excited for the Mario Kart Tournament in the spring.

Young Adult Librarian Bridget Kennedy provided excellent programming for teens. Bridget made sure that the weekly teen book club and a weekly writing club carried on whether they met in person or online. Bridget and the Teen Advisory Board ran an amazing outdoor Halloween bash complete with costume contest and lots of candy! For teens who love spooky crafts, Bridget made sure the fall was filled with lots of chances to get creative. There was a “Create Your Own Spell Book” craft class and a virtual talk all about “Mysterious Massachusetts.” The winter saw virtual cooking classes for teens, Take & Make No-Sew Heart Pillows, and 2022 Vision Board craft kits. As the weather got warmer, Bridget organized an Open Mic Night for teens and tweens, offered a career prep workshop with Edward Lawrence, and brought in Laura Campagna for a very popular Teen Tarot Card Reading program. There were DIY Sketchbook tutorials, DIY CD Sun Catchers, and a Take & Make Tie Dye T-shirt kit. To celebrate the start of summer, Bridget threw a “Mocktails & Coloring” party where teens and tweens could mix their own soft drinks, decorate them with candy and paper umbrellas, and chill out with some coloring while making plans for their summer vacations.

Number of children’s programs	291
Attendance at children’s programs	5,484
Number of young adult programs	122
Attendance at young adult programs	1021
Number of adult programs	54
Attendance at adult programs	801

Personnel and Volunteers

Eleanor Szlachetka, Nancy Bauer, and the rest of the Friends of the Palmer Public Library team kept our Library Loft bookstore running on Park Street. The proceeds from book sales at the Loft enable us to provide quality youth programming, and we could not do it without

their help.

In the late summer we said goodbye to our Assistant Youth Services Librarian Daniel Meadow and hired Olivia Chartrand in the fall. Mr. Dan had been an amazing member of our staff and provided not only in-person programming, but also made wonderful video content for our YouTube channel along with his newborn son Walter. While we were sad to see Dan move on, it was our great pleasure to hire Olivia. Olivia had worked at the Palmer Public Library as a temporary staff member before the pandemic. She brought a wealth of great programming ideas for youth patrons of all ages, and in a short period of time became an integral part of welcoming the public and our community back into the building when our doors open in the summer of 2021.

The Palmer Public Library Board of Directors voted to hire Interim Director Stephanie Maher as the permanent Library Director effective January 1, 2022.

During our busiest months, we were helped along the way by our outstanding temporary staff member, Tracy Mastorakis.

Bridget Kennedy, our Young Adult Librarian and Volunteer Coordinator, oversaw 26 volunteers and coordinated over 340 hours of volunteer work in FY22.

Library Association and Board of Directors

The Annual Meeting took place in October, bringing together the staff, the Board of Directors, and the Library Association to celebrate the achievements of the library and conduct our annual business meeting. The annual meeting was held over Zoom as the library was not open to the public at that time.

The Association voted to approve the Director's report and the financial report. The Association also voted to approve the appointment of Fay Halsall as President of the Board of Directors, Sara Menard as Vice President of the Board of Directors, Jan Marciniec as Secretary of the Board of Directors, and Mary Rogers as Treasurer of the Board of Directors. The Library Association also welcomed new Association members.

Patron Use of the Library

When the library reopened in June of 2021, we expanded our fine-free policy to include all of our patrons, which means that we no longer charge any late fees on items owned by our library. The program has generated positive feedback and has resulted in better customer service interactions and a sense of relief for our patrons, while having little impact on return times. We stand by the sentiment that the library's mission is to provide as much access to information as possible. Financial boundaries should not exist for patron access to materials and information. This ensures that the library continues to be a welcoming, inclusive institution that protects the ability of patrons of all ages, ethnicities, genders, and socioeconomic backgrounds to access our materials and facility.

After being closed for most of 2020, we were excited to open our doors in June of 2021. We were able to return to our open hours pre-pandemic. We are happy to report that our circulation numbers rebounded to pre-pandemic levels, but more importantly, we were excited to welcome the community back into the building.

Number of registered borrowers	16,269
Total attendance at library	49,992
Items received from other libraries for our patrons	9,846
Items provided to other libraries for their patrons	16,379
<i>Library materials borrowed by our patrons:</i>	
Books	50,415
Print magazines & newspapers	844
Audio (CDs, Playaways, etc.)	3,881
Video (DVDs, VHS)	18,139
Ebooks	9,138
Downloadable audio (books, music, etc.)	3,254
Materials in electronic format	1,658
Miscellaneous (kits, museum passes, etc.)	767
TOTAL	88,196
Number of reference transactions	7,665
Number of users of public wireless access	6,570

Collections

The staff continued to use the Evergreen Acquisitions program this year. Helene O'Connor, Angela Sanches, Dan Meadow, Olivia Chartrand, Bridget Kennedy, Amy Golenski, Victoria Knolton, and Ashley Ngan all played a part in the Acquisitions process. The Evergreen Acquisitions Program allows patrons to see items that are on order in our catalog, which gives them a glimpse of the newest materials being added to our collections. Sandy Burke, our Technical Services/Outreach Librarian, makes sure that all materials are processed, covered, and labeled correctly before they make it to the shelves. The hard work of all these librarians means we can provide our community with the books, DVDs, video games, and music they want most!

We added some exciting additions to our collections, including our "Library of Things." This new collection includes everything from lawn games to sewing machines to cameras. Board games, Wi-Fi hotspots, and even jumper cables became available for patron check out! Cataloger

Ashley Ngan continued to work on scanning and digitization of the Palmer Journal Register, and Amy Golenski and Helene O'Connor launched a new local history project called "Palmer Villages, Palmer Voices." This oral history project hopes to collect family history and diverse personal accounts of life and experiences in the Villages of Palmer from every generation. The project is also interested in scanning photographs, letters, maps, and scrapbooks from participants.

In 2020, due to the closure of libraries across the state, the members of the CW MARS network voted to increase funding to purchase e-books and e-audio materials to meet the overwhelming demand. E-book checkouts and e-audio checkouts and holds continued to dramatically increase in 2021. This resulted in our e-book collection increasing by close to 20,000 holdings and our e-audio collection increasing by about 35,000 titles.

<i>Library holdings by type of material:</i>	
Books	57,122
Volumes of print magazines & newspapers	1,313
Audio (CDs, Playaways, etc.)	8,876
Video (DVDs, VHS)	6,816
Ebooks	120,962
Downloadable audio (books, music, etc.)	64,705
Downloadable video	126
Materials in electronic format (CD-ROMs)	901
Microfilm	100
Miscellaneous (kits, museum passes, etc.)	316
TOTAL	261,237

Fundraising and Donations

As in years past, we were fortunate to have a supportive and generous group of donors and patrons. We are very grateful to be surrounded by enthusiastic advocates for our library who value what we do. We are especially appreciative of those who donated to support our food pantry. Contributions from patrons have ensured that the pantry is well-stocked with items needed and requested most by our patrons.

Tenants and Collaborators

The library continues to rent space to River East School-to-Career, an education nonprofit that focuses on connecting students with local businesses to help prepare them for the workforce after graduation. In addition, our longstanding partnership with Top Floor Learning, a nonprofit adult literacy organization that offers tutoring, test prep, ESL classes, citizenship preparation, and basic computer literacy, is still going strong. All three organizations support each other and benefit from sharing a space. A member of the library staff continues to serve on the board of River East School-to-Career each year.

The library strives to be an integral part of the Palmer community and is always searching for new ways to provide services and collaborate with local businesses, civic organizations, and nonprofits to fit the needs of our patrons.

Respectfully Submitted,

Stephanie Maher
Library Director

PALMER PUBLIC SCHOOLS – 2021-2022

The Palmer Public Schools returned to a traditional school year following the year of hybrid learning. With ever changing restrictions as a result of the COVID-19 pandemic the district resumed “normal” operations. Our shared vision states that “Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment.” Through the district improvement plan, the district is guided by the following three key objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

Projected enrollment for the 22-23 School Year, including Old Mill Pond School (grades PK-5) and Palmer High Schools (6-12) is 1,120 students.

Palmer High School

The class of 2022 received their diplomas on June 5th at Legion Field. Sixty-eight seniors matriculated with 87% attending either a 4-year or a 2-year college, 32% immediately to a 4-year college, 55% to a 2- year college, 2% attending a technical/trade/other school, and 11% heading to the workforce. The top 24 seniors in the class were honored and recognized at the May school committee meeting. The senior banquet was held at Teresa’s Restaurant. Thirty-four different local families, organizations, and businesses awarded scholarships to 31 of our seniors totaling more than \$33,000 at Scholarship Night. Athletic Awards were presented to seniors and underclassmen during Class Day.

The 2021-2022 school year was the first time since March 2020 that all students and staff attended school in person each day. PHS hosted a fall open house, spring open house, and a night to highlight the departmental course offerings at the high school level. The National Honor Society had an induction ceremony for new members, the band and chorus resumed in-person concerts, and there were a number of field trips such as Greece and Washington DC.

The Advanced Placement Program continued to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 53 juniors and seniors enrolled in AP taking 87 courses. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Six PHS students participated in Dual Enrollment, taking classes at Holyoke Community College to earn both high school and college credit. Through our School-to-Career Program in partnership with River East School-to-Career Program, we provided the opportunity for 29 juniors and seniors to participate in 46 work-based learning experiences. Our students were able to gain hands-on experiences in education, health care, business, and more. Ten students also participated in the HSSIEP (High School Senior Internship in Education Project) sponsored by Massachusetts Department of Elementary & Secondary Education in which students were able to get paid for their education internships.

Old Mill Pond Elementary School

The entire community of Old Mill Pond (OMP) was beyond excited to return to in-person learning for all students in August, 2021. Students and families were thrilled to get back to the routine of school. Staff quickly observed significant gaps in student learning, including both academic and social skill development.

Teachers, support staff, and administrators collaborated in working groups, such as by grade-level, in Teacher Assistance Teams, and more to successfully develop strategies to address these learning gaps.

Through our school-wide framework, Positive Behavioral Interventions and Supports (PBIS) staff provided assistance to students through the implementation of awarding Team Tickets and PBIS Fun Days. Student expectations for learning were re-taught and reinforced, and student data was tracked through the School Wide Information System (SWIS) data system.

Teachers and staff continued to participate in professional development opportunities throughout the school year, with a focus on ST Math implementation. ST Math is a PreK-8 visual instructional program that leverages the brain's innate spatial-temporal reasoning ability to solve mathematical problems. ST Math's unique, patented approach provides students with equitable access to learning through challenging puzzles, non-routine problem solving, and informative feedback. Teachers were provided with training in how best to implement this program as well as how to use program data to respond to student learning needs.

Throughout the year, Old Mill Pond continued to strive to meet the needs of all our learners. Teachers collected benchmark data through DIBELS, STAR, and a math screener to determine student learning needs and provide targeted instruction. The Old Mill Pond Literacy and Math Interventionists were able to provide Tier III support to students on a consistent basis, providing support to help lessen learning loss.

We were finally able to invite families to volunteer at OMP to read in the classroom, chaperone field trips, and support the PTO in various co-sponsored events, including our very well attended OMP Travelers Open House.

OMP closed the year with many exciting events such as Field Day, Special Olympics, Step-up Day, PK and Kindergarten and Grade 5 Graduations, local field trips, and more.

As always, the teachers and staff at Old Mill Pond went above and beyond to meet the needs of each and every student throughout a very challenging year, and we look forward to a joyful year of learning as we enter the 2022-23 school year!

Facilities

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings and manages all capital improvements and projects in the buildings and on the school campus.

The beginning of the 2021-2022 school year returned a sense of normalcy to the facilities department. Many COVID requirements were removed from the day to day protocols for the operation of the school, including directional hallway traffic, social distancing during lunches, and later on in the school year the elimination of masking and social distancing in classrooms.

During the summer of 2021, the fire pump at Palmer High School was repaired. Now operational, an extensive service plan and weekly testing has been implemented to ensure proper function to keep the school campus safe in the event of an emergency.

During Summer of 2021, Palmer High School and Old Mill Pond completed upgrades of the Building Management System. This system controls all of the heat, air conditioning and lighting in the buildings and parking lots. This upgraded proved to be invaluable during heating season, as it allowed for efficient heating of both buildings while providing a reliable monitoring system for any issues that arose. During Summer of 2021, Palmer High School and Old Mill Pond began a lighting upgrade to update all the fixtures in both buildings to more efficient LED lighting. Phase 1 was completed at both school in August of 2021. Phase 2 was completed at both schools in May 2022. This has completed the upgrade at Old Mill Pond, and completed 2 of the 3 phases at Palmer High School.

In April of 2022, a project was started to improve the HVAC systems that are used to cool the Computer Servers and Mainframes. The increased need for Information Technology at the school requires an extensive cooling system to prevent overheating. A system was installed at Old Mill Pond which will keep the system cool year round, and installation has begun at Palmer High School on a similar system which will be completed by the start of the 2022-2023 school year.

Over the past 30 years, weather has taken its toll on the exterior of the buildings. The brick at the main entrance at Palmer High School was severely damaged, and it was dismantled and repaired with new brick. The skylights at Old Mill Pond Elementary received upgrades as well, with flashing and damaged glass replaced and repaired. An extensive caulking project was started at Palmer High School to replace the seal on the exterior joints of the building, with an expected completion in Fall of 2022.

The damaged projector screen in the Palmer High School Auditorium was replaced in February 2022. The swimming pool at Palmer High School received an upgrade of the lane lines and starter platforms, as these were original to the school in 1991 and had significant wear and tear.

Old Mill Pond received a significant upgrade on the playground, as a handicap friendly swing was installed, and new basketball hoops were installed on the rear blacktop, along with extensive blacktop paint including the basketball court, 4-square and hopscotch.

A wheel chair lift was installed in the cafeteria at Old Mill Pond to serve the stage. This allows Old Mill Pond to meet ADA requirements and allow for all students to use the stage.

As always, we cannot express enough how truly grateful we are to the other town departments who continually provide outstanding support, services and expertise.

Special thanks to the Parks and Highway Departments for all they do year round with the grounds. Your efforts are very much appreciated.

Student Services

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, and McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students English Proficiency and providing appropriate services.

The Palmer Public Schools are an Early Childhood through Grade 12 School District and is a member of the Pathfinder Regional Vocational-Technical School District. It offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing services through graduation, including providing transition planning services for students who do not graduate with

a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills behavioral support services and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

Our Special Education enrollment is currently 249 students. The school system continues its effort, on the part of each of the schools, to meet children's needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language-based learning needs, Autism, intellectual impairments, health, vision, physical and emotional disabilities. Each school offers life skills curricula and support for social-emotional development with therapeutic supports.

State and federal grants continue to assist in defraying some of the costs of special education. The Federal Special Education Grant 240 (94-142), funds the cost of instructional curricula, equipment, assistive technology needs, and contracted services. The State Early Childhood Grants, 262, provide Occupational Therapy supports, curriculum, assessment and screening services to children enrolled in private preschool programs and other early childhood age groups.

From the Department of Student Services, the 2021-2022 school year was one of continued program improvement and development in the area of inclusion practices, professional development for teachers and paraprofessional staff, program design and curriculum. The district continues to be committed to bringing tiered systems of support, social emotional supports, an improved pre-referral process, enhanced structures and supports for IEP writing, inclusion practices, co-teaching strategies, and improved outcomes for our students with disabilities and our English language learners. This school year, with the return to full in-person learning, the Student Services Department worked to provide a continuum of support for families for monitoring and promoting the engagement, well-being and success of every special education student and English language learner to the highest extent possible, while also fostering academic acceleration and recovery after the Covid-19 pandemic.

The Department of Student Services also complies with DESE's criteria and legal standards with respect to Educational Stability Procedures under the McKinney Vento Homeless Education (ESSA) Act. The Homeless and Foster Care Liaison is Colleen Culligan, Director of Student Services of the Palmer Public Schools.

Summary

The School Committee, administration, faculty, and staff remain committed to the children of the Palmer Public Schools. We continue to make every effort to provide our students with a safe, clean and engaging school environment. We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,

Palmer School Committee

Bonny Rathbone, Chair
Sandra Noonan, Vice Chair
Joseph Nompoggi, Member
Anthony Braden, Member
Erica Nadeau, Member

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

The Pathfinder Regional Vocational Technical High School District Committee is pleased to present this report to the citizens of the nine-town District.

SCHOOL COMMITTEE MEMBERS

Hardwick, Julie Quink, Chairperson; Palmer, Michael Cavanaugh, Vice Chairman and David Droz; Belchertown, Lorraine F. Alves, Secretary and Francesco Dell'Olio; Granby, William Johnson; Ware, Marie Barbara Ray; Monson, Anthony Allard; Warren, John Nason, New Braintree, Martin Goulet; Oakham, Jeffrey Nelson and Student Representative Cordelia Hageman.

SUPERINTENDENT NEWS

2021 marked the end of an era for Pathfinder Tech. Longtime Superintendent, Gerald L. Paist, retired after serving 48 years as the superintendent of the district. His commitment and dedication to students, staff, and members of the communities we serve is simply unmatched. We collectively thank him for his many years of service and wish him well in his retirement.

With the retirement of Superintendent Paist, Assistant Superintendent/Principal Eric Duda was appointed by the School Committee to serve as the next superintendent to lead the District. 2021 marked Superintendent Duda's 15th year in the District having served as a teacher, in various administrator roles, and for the past four years as Assistant Superintendent/Principal. The transition was seamless, and Pathfinder Tech will now continue to grow while strengthening the Career Technical Education offerings, as well as the robust academics that are offered to our students.

COVID-19 IN-PERSON LEARNING

The COVID-19 pandemic and the safety guidance provided by DESE as a result, created a situation that required constant adaptation during the 2020-2021 school year and beyond. Pathfinder Tech was able to safely house 75% of our students daily, with all 9th and 10th grade students invited to fully participate in person and 11th and 12th grade students invited to participate in their technical programs in person and their academic classes remotely. Those students who elected to participate in their education remotely during any point in the school year were able to do so without interruption thanks to the accommodations and planning of our staff, both academic and technical

ENROLLMENT

For the school year 2021-2022, the enrollment on October 1 was 629 students, an increase of 19 students over the previous year.

BUDGET

During FY21, the School Committee adopted a final FY22 budget of \$14,470,338, representing an increase of 1.22% over the FY21 Budget. Subsequently, the majority of Pathfinder Tech's member communities voted to approve their assessments during their 2021 town meetings and town council meetings, thereby approving the FY22 budget pursuant to the regional school budget statute. Formulation of the annual budget and town assessments are based on the previous school year's October 1 enrollment.

Due to the pandemic, Pathfinder Tech is participating in the Seamless Summer Option (SSO) School Lunch Program that provides free lunches to all students through government subsidies by the National School Lunch Program (NSLP). This program has significantly benefited students experiencing financial instability due to economic hardships.

While there is an array of challenging social, economic, and pandemic related issues that all school districts are facing, Pathfinder Tech continues its commitment to offer a rigorous technical education while providing equally demanding academics. Through the use of data driven decision making, Pathfinder Tech has been able to reallocate and adjust its budgets to meet the needs of our student population. Through our ability to adapt, Pathfinder Tech has been able to meet its core objectives while keeping annual budget increases well under 2% for the last 5 years. While challenges such as declining out of district tuition revenue, stagnated Chapter 70 Aid, and health insurance premium increases loom, we are committed to meeting the social / emotional needs of our students in order to give them a competitive advantage when they leave Pathfinder Tech and further their education or enter directly into the workforce.

HIGHLIGHTS FROM PATHFINDER TECH 2020-2021 SCHOOL YEAR

The fall of 2020, and the continuation of the pandemic, brought a series of challenges to our usual large- scale fall admissions season. In response, Pathfinder Tech used alternate means of outreach to connect with prospective students and families. Our updated colors and new PT imagery showed beautifully in the polished electronic communication, social media platforms, and direct mailings that we used helped to bridge this gap. Throughout the winter and into spring of 2021, private tours gave students and families the opportunity to see our programs, facilities, and equipment firsthand, learn about our range of academic and technical offerings, and ask any questions. Student interviews, part of the admissions process, were completed at the tour or electronically via Zoom or Google Meet. Regardless of these challenges, we saw record interest and had over 375 applications for the 2021-2022 school year!

In the spring, Pathfinder Tech took time to celebrate the well-deserved accomplishments of our students. During an evening in May, two National Technical Honor Society Ceremonies were held honoring the 65 students who earned such status through their outstanding school performance and admirable character traits—our largest NTHS representation in the school's history! A bright and sunny June 5th saw 136 graduates from our Class of 2021 gleefully earning their high school diplomas, technical certificates, as well as numerous scholarships and award accolades. Later in June, 184 of our 9th through 11th grade students were also recognized at on-campus award ceremonies and celebrations for excellence and outstanding achievement in their academic and technical endeavors.

July and August brought three Summer Bridge Orientation options for our incoming students. The events provided opportunities for our new students to meet Pathfinder Tech staff and students, begin forming connections with each other, and participate in placement testing. By the first day of school on August 27, 2021, we were delighted to welcome 173 new freshmen and 13 new sophomore students to the Pathfinder Tech family for the 2021-2022 school year. We also were excited to unveil to our entire faculty and student body a new Pioneer mascot image. The new image showcased a golden eagle clutching either the words "Pioneers" or our new "PT" design. Aggressive, yet

whimsical, it perfectly captures our school spirit and will be a fun way to support our athletic teams. This image has received rave reviews and we feel it more accurately represents the Pathfinder Tech of today.

During the 2021 months of November and December Pathfinder Tech was able to return to hosting its two recruitment events in person. The Showcase event held during the school day on November 23, 2021, had 281 student participants from our sending districts. Our Career Night event, held in the evening of December 8, 2021, had over 560 student and family member attendees. Students and families were able to have a gourmet meal, tour our building, and explore what our technical programs have to offer. Applications for the 2022-2023 school year opened that evening.

COOPERATIVE EDUCATION AND VOCATIONAL TECHNICAL HIGHLIGHTS

A total of 85 students participated in the Cooperative Education and WIOA program during the 2020/2021 school year. These talented and well trained students continue to be a highly valued resource to the local labor market.

During 2021, Pathfinder Tech's vocational programs received 641 requests for work to be performed. Our technical programs continue to accept work requests from community members and organizations within our nine member towns. These projects allow our vocational technical students to apply their learning in real world experiential ways while providing quality products and services to our communities at significantly reduced rates.

- The Advanced Manufacturing program designed and machined aluminum cribbage boards for a number of local non-profit organizations for fundraising events.
- The Automotive Technology program performed work on nearly 300 vehicles, resulting in a savings of over \$105,000 for members of the community when compared to industry rates.
- The Carpentry program saved community members and organizations approximately \$75,000 on projects that included a residential garage, completion of a camp building at Camp Stanica, and a timber framed kiosk for the Chicopee 4 Rivers Watershed.
- The Collision Repair and Refinishing program saved community members approximately \$10,000 when compared to industry pricing. One notable project was the full restoration of a 1930 Ford Model A Roadster street-rod.
- The Culinary Arts program began providing breakfast for the Palmer Senior Center on Tuesdays and Thursdays, and reopened Pathfinder Tech's restaurant, Perso, to the public. In just 3 months, Perso served lunch to community members at a savings of approximately \$25,000 when compared to industry prices.
- The Electrical program completed numerous projects, both at Pathfinder Tech and in the community.
- The Horticulture program held their annual spring plant sale, and winter poinsettia and wreath sale.
- The HVAC-R program recovered refrigerant from 16 cascade lab freezers for UMASS Amherst's Waste Management Department.
- The Plumbing and Professional Skills department expanded to include an additional staff member at the start of school in August, 2021.

SELECT STUDENT ACCOMPLISHMENTS

Spring of 2021

- Business Technology students were fortunate to have the opportunity to compete in the MA BPA State Leadership Conference. The students put forth their best effort and performed extremely well. Many of our winners will be advancing on to compete in the virtual BPA National Leadership Conference.
- Cosmetology students passed State board exams at a 100% passing rate.
- Two Business Tech Stock Traders took first place in the junior achievement USA stock trading completion.
- Pathfinder Tech's Robotics club, Team 785A, competed in the "2021 Live Remote VEX Robotics World Championship" from May 20th - 22nd, 2021.
- SkillsUSA announced medal winners in Automotive Service Tech, winning silver, Diesel Equipment Tech, winning silver, Electronics Tech, winning gold, Job Interview, winning gold, and Nursing Assisting, winning bronze.

Summer of 2021

- Congratulations were made to Ethan Griswold ('22) on his achievement of winning Gold at SkillsUSA Nationals in the Electronics Technology competition. Ethan has worked incredibly hard to get to this point including digital hassles, five written assessments (roughly more than an hour each), hands-on tasks, and all while competing against many students from across the United States.
- Congratulations were made to recent graduate Cassie Hayden for her advancement in the SkillsUSA National Competition. Cassie competed as a finalist in the Job Interview competition and finished as one of the top 10 nationally.

Fall of 2021

- Pathfinder Tech Robotics teams entered the FIRST Robotics Competition and were awarded sponsorship by Disney in the amount of \$775 and NASA in the amount of \$6,000.
- Select students in the Horticulture Program competed in the FFA Landscape Design competition at the Big E this year and took home 4th place.

ATHLETICS

The Athletic Department continues to offer a no-fee program in which all students can participate without fees. The following sports were offered: baseball, basketball, cheerleading, football, golf, lacrosse, soccer, wrestling and softball.

CURRICULUM

Many efforts were made in 2021 to combat pandemic related learning loss. From the Spring of 2020 and throughout 2021 it was evident that our students were struggling in all facets of education. These struggles were not unique to Pathfinder Tech, but we needed a concerted effort to provide interventions for our students. In conjunction with the Data Team, we consistently reviewed data from Progress reports, and Trimester reports to address the high number of students that were failing courses. We instituted school vacation extra help sessions in order to provide extra opportunities for our students to make up missing work, or get extra help on particular assignments. All students were scheduled individually based on the courses where they needed help. Zoom sessions with staff were set up so that students could ask questions in real time with an educator while they made up any missing work.

At the end of 2021 we began implementing a new program and utilizing TeachPoint to more effectively track PDP's for staff. Once per month Professional Development after school was offered with a focus on best practices. During these sessions there are five different presentations for staff to choose from. Each of these sessions are led by a Pathfinder Tech staff member, so that the staff can learn from each other, and share expertise in particular areas. The PDP's that staff receive for this and all other Professional Development that is delivered by the district is now tracked and distributed through TeachPoint.

STUDENT SERVICES:

Pathfinder Tech's Student Services department oversees Special Education, Mental Health/Social Emotional Learning initiatives, and English Learners programming.

In the 2021 school year the department executed the Individual Education Plans (IEPs) of roughly 170 students. The dedicated staff of teachers, paraprofessionals, and student support personnel worked to improve their process of team meetings and IEP development.

In the area of Social Emotional Learning and Mental Health, the department moved into the second year of universal implementation of DBT: STEPS-A for 9th graders. A pilot program of Universal Mental Health screening for 9th grade students was initiated at this time and will occur again prior to the completion of the 2021-2022 school year. The intention is that this initiative will inform a Tiered System of Social Emotional support for students beginning in the 2022-2023 school year. The department also partnered with Care Solace, an agency that acts as a liaison to connect members of the Pathfinder Tech community with needed mental health and substance abuse providers.

Currently Pathfinder Tech serves two English Learning students, and demographic trends indicate that this number will increase in the coming years. As such, the department submitted and had approved a complete program proposal for EL students from DESE.

SPECIAL PROGRAMS

Summer school in 2021 had participation from 29 Pathfinder Tech students and 62 out of district students. A total of 125 courses were taken by students from 9 different sending districts. Revenue generated from out of district students resulted in no charge for Pathfinder Tech students this year. Most of the funding for summer school teachers was grant funded. We also held in person summer school courses for particular students that had low achievement throughout the year and needed extra remediation for English or Math courses.

The Pathfinder Tech Summer Youth Enrichment Program had a successful season after taking a hiatus in 2020 due to the pandemic. Youth ages 8 to 13 from nearby towns participated in a variety of hands-on learning opportunities in ten different technical areas. The sessions were held over a four-week period during the month of July and a total of 207 children participated.

CONCLUDING STATEMENT

As Pathfinder Tech enters its 49th year offering high quality career and technical education to our member communities, the school committee wishes to reaffirm its pride in the staff and students. They have made substantial contributions to the economic health of our District. The committee recognizes that, in this era of accountability and high expectations, many changes need to be made. The increased emphasis on academic skills needs to be maintained without diminishing the quality of students' technical studies.

Finally, the committee wishes to thank our legislators, town officials, and the several town meetings for their support over these years.

Respectfully submitted,

Julie Quink (Hardwick), Chairperson

Michael J. Cavanaugh (Palmer),

Vice Chairman Lorraine F. Alves (Belchertown),

Secretary Francesco Dell'Olio (Belchertown)

Anthony Allard, (Monson) David Droz (Palmer)

William E. Johnson (Granby)

Martin Goulet (New Braintree)

Jeffrey Nelson (Oakham)

Marie Barbara Ray (Ware)

John Nason (Warren)

Cordelia Hageman, Student Member

Eric Duda, Superintendent-Director

**FY22 Calendar Year
Salaries**

NAME	POSITION	Base Pay	ADD'L PAY
ABEL, DOROTHY	TEACHER	77,940.89	900.00
ALBEE, RYAN	PT OFFICER	1,314.74	223.58
ALDERMAN-SHAPIRO, KIMBERL	TEACHER	5,960.44	
ANDRE, KIM M	SCH CLERK	38,815.56	
ANDREWS, ELISABETH R	CLINIC	1,100.00	
ANDREWS, MAYA A	ELECTION	81.00	
ANTI, KAREN H	TEACHER	59,723.00	
APONTE, JOSE M	POLICE	4,913.56	
ARMITAGE, CAROL M	SNR WORKOFF	750.00	
BABINSKI, AMANDA M	BUS MANAGER	97,846.16	1,920.00
BACHAND, MATTHEW J	CUSTODIAN	3,935.25	
BAER, KENNETH M	OFFICER	82,521.43	5,768.24
BAKER, CHARLES C	SCH COMMITTEE	900.00	
BAKER, GREG A	TEACHER	56,046.11	
BAKER, LORINDA L	TN COUNCILOR	900.00	
BALDWIN, KERRIE L	PARA	10,829.00	3,015.89
BALDYGA, CAROLYN I	COLLECTOR	56,124.76	1,350.00
BANAS, GABRIEL	SCH CLERK	9,168.00	
BANNON, SEANNA P	PARA	33,098.72	1,533.00
BANVILLE, ANNE M	TEACHER	69,955.22	
BANVILLE, LINDSAY A	NURSE	24,126.34	3,207.87
BARBEAU, OLIVIA M	TEACHER	49,353.97	1,289.79

BARNES, RENEE M	CLINIC	4,072.20	
BARONE, PAUL V	CUSTODIAN	1,134.73	
BARRY, BARBARA A	TN COUNCILOR	1,200.00	
BATES, DANIELLE	TEACHER	8,963.25	2,109.68
BATES, PAIGE M	CAF	20,189.03	800.00
BAUER, ERIC R	CLINIC	2,144.80	
BAUER, NANCY E	ELECTION	67.50	
BEAUDOIN, DAVID L	WIRING INSPECTOR	225.00	
BEAUDRY, CHRISTOPHER	TEACHER	79,479.54	2,763.27
BEAULIEU, MARY	TEACHER	50,611.04	15,000.00
BEDORE, BRANDON	CLINIC	1,700.00	
BEDORE, BRANDON P	DISPATCH	2,925.00	
BEGLEY, ABIGAIL	ELECTION	84.38	
BELISLE, ROSALIE M	DISPATCH	54,580.45	470.00
BICKFORD, SHELBY E	TEACHER	53,030.25	
BIGDA, LEAH A	CUSTODIAN	14,053.91	
BIGDA, TYLER J	C MONITOR	97,408.42	1,129.80
BISH, JONATHON T	DRIVER DPW	43,000.45	99.00
BLANCHETTE, GARY A	SCH COMMITTEE	600.00	
BLANCHETTE, MARY ELLEN	NURSE	65,741.34	11,544.64
BLAZEJOWSKI, CRAIG M	TEACHER	78,068.43	3,271.84
BLAZEJOWSKI, ROCQUELINE E	ELECTION	148.50	

BOYD, JENNIFER A	TEACHER	18,641.43	
BRADEN, ANTHONY	SCH COMMITTEE	600.00	
BRADWAY, CHAD P	PARK OP	47,488.74	842.00
BRADY, LAUREN P	TEACHER	46,701.65	
BRAWN, MICHAEL K	WWTP TECH	46,643.15	7,014.00
BRAY, WILLIAM S	OFFICER	90,487.79	26,129.36
BREYARE, ALISSA	TEACHER	77,940.89	900.00
BRIN, TROY J	VETERANS AGENT	28,763.06	
BRIOTTA, JOCELYN A	PARA	3,248.56	
BRODEUR, KENNETH	CLINIC	1,170.00	
BRODEUR, KENNETH R	LABOR	45,054.85	842.00
BRODY, ZACHARY S	CLINIC	287.50	
BROOKS, ERNEST W	RECYCLE	918.00	
BROUGHAM, BONNIE	TEACHER	52,802.68	15,000.00
BROWNE, SHEILA	TEACHER	79,479.54	5,892.82
BROZEK, BETTY A	ELECTION	161.25	
BROZEK, JOSEPH P	TEACHER	22,212.90	1,977.85
BUCIOR, DENISE I	ASSIST ASSESSOR	40,635.41	250.00
BUREK, APRIL R	SCH GUIDANCE	56,704.56	426.96
BURKE, SANDRA S	LIBRARY	32,139.15	
BURKE, STEPHEN P	TEACHER	25,257.28	496.96
BURKSTEIN, TALIA S	TEACHER	41,375.45	497.00

BURNHAM, GAIL A	TEACHER	77,940.89	700.00
BURNS, CHRISTOPHER J	OFFICER	122,020.58	
BURNS, DAVID E	OFFICER	76,825.79	1,267.00
BURNS, KATHLEEN	PLANNING BOARD	1,200.00	141.75
BURNS, LEAH M	DISPATCH	47,810.11	313.00
BURNS, LORNA L	ELECTION	67.50	
BURNS, MICHAEL J	ASSESSOR BOARD	7,565.00	
BURNS, SEAN	TEACHER	77,940.89	8,367.02
BURNS, TRACY J	TEACHER	79,479.54	2,450.50
BYRNES, GLORIA A	ELECTION	67.50	
CACI, MARK J	TN COUNCILOR	100.00	
CACI, NICHOLE D	SUB	15,940.99	9,510.43
CADIEUX, COURTNEY M	CUSTODIAN	15,945.60	1,372.84
CAMILLERI, SCOTT	OFFICER	69,158.41	2,152.48
CANTIN, STACIA A	SNR WORKOFF	750.00	
CASSAVANT, MARK A	OPERATOR	19,804.56	
CAYER, MATTHEW D	POLC	3,854.74	
CESTERO, ERIC	TEACHER	20,524.86	
CHALMERS, MEAGHEN E	TEACHER	59,723.00	
CHAPIN, ALISSA	CLINIC	265.00	
CHAPIN, PAULA L	TEACHER	77,940.89	3,378.00
CHARETTE, MARY A	PARA	19,299.56	10,234.35

CHARTRAND, OLIVIA R	LIBRARY	9,360.32	
CHEVALIER, ERIN E	SUB	14,885.52	
CHEVALIER, PIERRE G	SUB NURSE	243.75	
CHOINIERE, BARBARA A	TEACHER	82,824.63	426.00
CHUDY, KAREN A	TEACHER	50,611.04	15,000.00
CIOFALO, MICHAEL K	POLICE	29,682.52	1,137.85
CIQUERA, AIDAN	SEASONAL LABOR	7,168.00	
CLARK, RICHARD A	LIBRARY	41,386.51	
CLARKE, CHRISTOPHER	CLINIC	350.00	
COACHE, SUSAN M	CLERK	62,335.02	1,350.00
COLLAMORE, BRIAN L	TEACHER	48,507.73	
COLLINS, CAROLINE M	TEACHER	18,552.24	1,088.47
COLLINS, SANDRA A	GUIDANCE	68,129.37	1,230.56
COMRIE, VANESSA L	TEACHER	79,479.54	
CONLEY, SHEA A	SCH PHYCH	20,366.28	
CONNER, NATHANIEL L	SUB	3,395.00	
CONSELINO, JILL M	CLINIC	762.50	
COOKISH, HANNAH D	SCH CLERK	900.00	
COOPER, LINDA T	CLINIC	250.00	
COOPER, STEVEN	CLINIC	250.00	
CORCORAN, CAMERON B	SCH CLERK	12,444.52	
CORCORAN, PAULA	PARA	28,384.62	10,920.00

CORRIVEAU, RAY	CLINIC	1,522.50	
CORRIVEAU, RAY T	OPERATOR	59,294.23	933.00
COSTA, CATHERINE J	DISPATCH	51,191.86	362.00
COTTER, DAVID A	RECYCLE	918.00	
COTY, THERESE	CLINIC	100.00	
COTY, THERESE M	COA CLERK	16,058.74	
COULOMBE, LAURA	PARA	23,466.63	6,099.83
COWLEY, COURTNEY R	TEACHER	63,759.53	
CROWTHER, BRETT M	OPERATOR	60,247.82	1,217.00
CULLIGAN, COLLEEN M	SPED DIRECTOR	111,500.82	1,920.00
CUNNINGHAM, ANN MARIE	CLINIC	110.00	
CUNNINGHAM, MARTIN	CLINIC	2,145.00	
CUNNINGHAM, PAULA M	SCH CLERK	29,266.68	2,560.46
CURRY, REBECCA M	SCH COUNCILOR	55,197.12	3,941.23
CURTIN, RUTH A	ELECTION	81.00	
CUSSON, SAMANTHA A	DISPATCH	49,535.26	1,303.00
CZAJA, EMILY V	SUB	150.00	
CZECH, NORMAN	PLANNING BOARD	1,200.00	
DALESSIO, PHILIP W	CLINIC	2,710.00	
DAMIEN, DREW A	BUSSING	59,797.02	1,170.00
DARLING, ALYSSA R	PARA	3,847.00	
DAVIS, JAMES A	COA DRIVER	2,159.27	

DAY, FORRIS B	OPERATOR	27,554.53	
DECARA, MATTHEW A	LIBRARY	40,210.55	
DEFILIPPO, JENNIFER K	CLINIC	1,537.50	
DEFRANCO, CHRISTINE M	OFFICE CLERK	42,905.22	
DEMAIO, JODY	PARA	20,395.82	2,812.48
DENNEHY, CORNELIA M	SUB NURSE	162.50	
DESANTIS, MARY L	SNR WORKOFF	750.00	
DESROCHERS, DAKOTA E	CLERK	6,047.79	
DIAMANTI, SONIA	PARA	13,432.44	404.50
DIFONSO, ANTHONY P	ASSIST PRINCIPLE	44,018.36	954.30
DILEONE, FREDERICK	SCH COUNCILOR	8,437.50	1,125.00
DINEEN, CATHERINE	TEACHER	79,479.54	2,833.34
DION, JILL	TEACHER	70,953.69	1,252.92
DOBIECKI, KRISTINA A	SCH COUNCILOR	75,021.99	6,189.25
DOBSON, ANA G	TEACHER	69,423.38	700.00
DOMNARSKI, BENJAMIN D	ELECTION	84.38	
DORVAL, NADIA L	TEACHER	81,316.03	
DOS REIS, DIANE MARIA	PT OFFICER	7,568.15	1,564.23
DRANOFF, RACHEL E	TEACHER	14,498.89	2,460.43
DRISCOLL, AMY L	TEACHER	35,498.55	
DROZ, DAVID M	CUSTODIAN	6,999.42	1,360.00
DUBOIS, MICHAEL C	CLINIC	9,495.00	

DUBUC, MONIQUE E	TEACHER	32,889.67	855.81
DUDEK, ELIZABETH A	TEACHER	50,611.04	35.57
DUGRE, ALISON T	TEACHER	63,754.32	2,050.00
DUGRE, NICHOLAS C	OFFICER	9,332.40	
DUKE, PAMELA	ADMIN ASSSIT	63,127.54	1,070.00
DUPRE, CYNTHIA	PARA	2,117.38	
DUROCHER, KELLI	SUB	652.50	
DUVAL, AMBER	TEACHER	19,975.32	
DUVAL, BRIDGET E	PARA	13,193.19	1,000.00
DYNAK, ANDREA H	TEACHER	41,662.23	
ELIE, AMANDA A	TEACHER	58,455.21	
ELLIS, JENNIFER M	SUB	5,645.82	
ELLISTON, AMANDA K	TEACHER	16,849.77	
ELMES, KRISTEN	TEACHER	50,611.04	15,000.00
ESPOSITO, KRISTIN M	TEACHER	22,188.80	
FENNER, WILLIAM J	BUILDING INSPECTOR	3,200.21	
FERNANDS, JOHN M	REHAB SPECIALIST	6,126.81	
FERRY, JOSEPH D	WWTP CLERK	35,002.39	250.00
FERRY, MARGARET R	ELECTION	172.50	
FERRY, PATRICIA	TEACHER	50,611.04	14,150.00
FLEURY, MICHAEL B	TEACHER	50,014.88	
FLORENCE, ALEXANDRIA	CLINIC	2,952.63	

FLORENCE, ALEXANDRIA L	TN CKERK ASSIT	32,599.82	
FLORENCE, CASSANDRA L	DOG ASSIST	12,875.63	1,325.00
FLORENCE, CHRISTINA	CLINIC	13,259.25	
FLORENCE, CHRISTINA L	BOH DIRECTOR PLANNING	63,141.53	
FLORENCE, JEFFERY	BOARD	1,200.00	
FONTAINE, MICHELLE	OFFICE MANG	45,942.70	1,325.00
FORD, BRITTANY	CLINIC	475.00	
FORD, BRITTANY L	SCH CLERK	35,720.40	
FORD, MICHELLE	PARA	25,697.75	4,909.53
FORD, SEAN M	OFFICER CONSERVATION	22,904.52	2,738.02
FORTUNE, SARAH	ASSIST	33,149.36	
FOURNIER, ERICA	CLINIC	760.00	
FRECHETTE III, HENRY M	TEACHER	46,601.20	5,801.40
FRYDRYK, MICHAEL P	CLINIC	2,126.25	
FRYDRYK, ROBERT	CLINIC	6,401.25	
FRYDRYK, ROBERT P	TECH	4,738.00	
FURST, VERONICA	CLINIC	825.00	
GAFFRON, JOHN V	TEACHER	79,479.54	1,026.42
GALARNEAU, MEGAN J	PARA	18,250.46	
GALLANT, MICHELLE C	TEACHER	15,360.56	
GAMACHE, DEONNA	BOH CLERK	16,608.43	875.33
GANCORZ, SAMANTHA M	PARA	16,801.88	1,840.00

GARDNER, PATRICIA E	SUPERINTENDENT	148,206.34	1,920.00
GARVEY, NICOLE C	PARA	540.35	
GASBARINO, JESSICA L	SCH CLERK	8,396.30	821.51
GAUTHIER, LINDSAY M	SCH COACH	3,395.00	
GAUTHIER, NICOLE	CLINIC	10,153.31	
GENDREAU, LEANA	PARA	5,038.80	
GENDRON, CASSONDRA M	TEACHER	21,245.22	
GENTILE, ANTHONY	DISPATCH	3,375.88	1,146.56
GERBER, FREDERICK E	CUST DIRECTOR	80,861.48	1,920.00
GERMAIN, SHAWN R	TEACHER	71,133.54	7,320.50
GIBSON, LINDA A	CAF	23,335.12	3,240.00
GILMAN, TANYA L	PARA	18,708.42	3,190.50
GILMORE, CYNTHIA	FIREARMS CLERK	1,757.64	350.00
GIRARD, KEVIN	CLINIC	3,881.25	
GIROUARD, ELIZABETH A	CAF	4,852.88	
GLABICKY, BEVERLY	PARA	13,782.41	3,089.10
GODEK, PATRICIA A	ELECTION	148.50	
GOLENSKI, AMY B	LIBRARY	33,736.29	
GONZALEZ, FERNANDO A	TEACHER	33,217.68	
GOULD, DANIELLE N	PARA	1,933.08	88.00
GRALENSKI, GREGORY	SEASONAL LABOR	6,560.00	
GRANGER, ANTHONY S	CUSTODIAN	44,504.00	2,623.00

GRAVELINE, JACOB A	SUB	5,953.00	
GRAVELINE, JACQUELINE S	ELECTION	180.00	
GRAVELINE, JOHN P	CUS	16,773.52	
GRAZIANO, AMANDA M	TEACHER	55,724.34	1,920.56
GREGOIRE, DWIGHT A	PT OFFICER	5,265.00	3,044.56
GRIMES, IAN	CLINIC	918.75	
GRISWOLD, DANICA	CLINIC	6,251.43	
GRISWOLD, DANICA M	TREASURE ASSIST	19,582.46	
GUILD, CASSANDRA L	TEACHER	17,941.14	
GUNTHER, SARAH B	PARA	14,375.70	2,853.00
HAAS, MICHAEL P	TEACHER	77,940.89	4,728.43
HALEY, CARLY C	SUB	2,712.50	
HALEY, JARED J	TEACHER	51,523.46	13,343.20
HALEY, JEREMY J	OFFICER	98,791.45	1,994.50
HALEY, SCOTT E	OFFICER	11,491.52	52,241.46
HALEY, TIMOTHY	SEASONAL LABOR	10,176.00	
HANDZEL, DAVID M	PARK FOREMAN	65,757.84	992.00
HANDZEL, ZACHARY E	SCH COACH	3,395.00	
HARDER, KARLA	TEACHER	7,170.60	1,372.00
HARRIS, NANCY L	PARA	17,286.25	5,280.83
HART, COLLIN J	TEACHER	18,403.65	
HATCH, ANTHONY	CLINIC	9,011.25	

HEBERT, PHILIP J	TN COUNCILOR	1,200.00	
HELLIWELL, ANITA M	ELECTION	817.50	
HENRY, JONATHAN	SUB	1,262.30	
HERMANSON, OLIVIA J	PARA	3,751.09	2,514.96
HERMANSON, SARAH A	TN MANAGER ADIM ASSIST	14,976.00	
HERRING, AMY	TEACHER	79,479.54	9,615.85
HERRING, SAMANTHA E	SCH CLERK	11,914.00	
HEYDARE, ALI G	SCH CLERK	4,360.00	
HEYDARE, CHRISTINE M	PARA	16,118.81	2,879.25
HICKS, STEFANI L	GUIDANCE	22,811.85	
HOGAN, PATRICIA	TEACHER	50,611.04	18,293.18
HOLDEN, CAROL S	ELECTION	148.50	
HOLLOWAY, PAUL E	TEACHER	72,715.18	3,569.12
HOTCHKISS, KAYLEE N	TEACHER	41,375.45	1,413.00
HOY, KATHRYN	RECEPTION	859.71	
HUA, LISA L	TEACHER	56,704.56	
HURTADO, ANTHONY G	OFFICER	109,561.79	8,665.46
IZYK, RONALD S	ELECTION	172.50	
JACQUES, LISA	COA VOLCOOD	35,223.69	
JALBERT, HELENA A	REGISTRAR	666.68	
JAMES, SANDRA E	PARA	2,611.75	1,504.56
JANULEWICZ, JOHN J	GEANT WRI	2,122.00	3,693.25

JASAK, CYNTHIA A	OUTREACH COOR	38,756.82	350.00
JASAK, DONNA M	ELECTION	74.25	
JOHNSON, BRETT	TEACHER	81,316.03	900.00
JOHNSON, HEATHER S	TEACHER	79,479.54	640.00
JOHNSON, JACQUELINE	ELECTION	148.50	
JOHNSON, JUNE A	ELECTION	148.50	
JOHNSON, MARLENE M	COA DIRECTOR	59,446.85	
JORDAN, ASHLEY M	TEACHER	3,759.28	
JOSEPHSON, RICHARD E	SN FOREMAN	71,002.21	842.00
JOYCE, KATHLEEN M	PARA	715.63	155.00
JUOZAITIS, ANTHONY R	PT OFFICER	13,719.86	13,564.85
JUSKO, KEVIN M	WWTP OPERATOR	62,188.75	4,075.00
KANAKAMEDALA, SHILASREE	CLINIC	0.00	
KEARNEY, ROBERT	SCH CLERK	19,038.42	
KEITH, BRANDON	ELECTION	77.63	
KEITH, JESSICA	ELECTION	77.63	
KEITH, REBECCA G	ELECTION	172.50	
KELLAHER, TODD T	TEACHER	79,479.54	700.00
KENNEDY, BRIDGET M	LIBRARY	37,056.42	
KIDA, TRACEY M	TEACHER	79,479.54	700.00
KIMBALL, ERIN L	PARA	7,801.45	
KING, ANGELA V	GUIDANCE	62,738.77	3,141.25

KING, EVAN W	DISPATCH	48,015.43	1,162.00
KIRKLAND, DYLAN Z	SUB	5,953.00	
KLUPA, MARY	TEACHER	77,940.89	1,548.40
KNOLTON, VICTORIA J	LIBRARY BUS MAN	55,288.11	
KONRAD, ASHLEY M	TEACHER	61,455.18	
KONTRA, FAITH N	PARA	26,213.42	1,871.00
KORZEC, HEATHER	TEACHER	69,034.52	13,986.00
KOSS, GREGORY M	TEACHER	70,953.69	4,658.78
KOZLIK, KAREN	SUB	1,018.52	
KRAMER, ANGELA	CLINIC	0.00	
KRZYKOWSKI, ASHLEY J	TEACHER	16,133.85	426.00
KUNTZ, LAURA L	TEACHER	35,506.03	
KUZMISKI, JOHN P	ACCOUNTANT	64,139.80	1,250.00
LACHANCE, COLLEEN R	ADMIN ASSIST	50,055.48	1,170.00
LACHUT, GENEVA	PARA	18,128.84	3,889.30
LACHUT, JANICE	ELECTION	148.50	
LACROIX, PAUL A	PARA	8,765.42	
LADUE, JEFF D	DRIVER LABOR	998.40	
LAMAY, LINDA	CLINIC	100.00	
LAMAY, LINDA J	COA CLERK	14,541.79	
LAMB, NICHOLAS R	OFFICER	34,574.46	4,996.36
LAMBERT, ALEXIA	PARA	9,556.61	3,230.46

LAMBERT, KAYLEE E	SUB	7,831.43	3,673.53
LAMOTHE, SHELBY F	COLLECTOR ASSIST	34,158.79	
LANDINE, KATHERINE E	TEACHER	77,940.89	1,052.89
LANE, RACHEL	CLINIC	3,266.20	
LAROSA, GRACE A	CUSTODIAN	4,853.59	
LAROSE, MICHELLE L	LIBRARY	15,124.85	
LAROSE, WILLIAM P	TEACHER	11,692.36	
LARSON, LAURA	TEACHER	5,411.32	
LARZAZS, HOLLY L	PARA	4,757.87	
LATOUR, JOHN C	COM DEV DIRECTOR	7,019.23	1,038.00
LAVALLEE, CHRISTINE L	TEACHER	77,940.89	1,230.77
LAVALLEY, BRENDA S	PARA	16,118.64	4,706.00
LAVELLE, ERICA	TEACHER	77,940.89	1,076.54
LAVELLE, MAUREEN A	PARA	15,398.28	3,960.50
LAVENTURE, STEPHANIE L	SCH COUNCILOR	15,402.09	
LAVIOLETTE, ANGELLA M	ACCOUNTING ASSIST	13,383.85	
LAVOIE, ROBERT B	TN COUNCILOR	1,200.00	
LEANDER, MICHAEL S	PRINCIPLE	49,939.44	2,529.83
LEBIDA, RAFAL J	COMPUTER TECH	14,180.94	
LEDUC, LINDA G	PLANNER	70,730.01	300.00
LEFEVRE, JOHN T	DISPATCH	62,800.55	2,458.70
LEFFERTS, CASSIDY T	SUB	1,350.00	3,038.00

LEMIEUX, MATTHEW J	TN COUNCILOR	1,200.00	
LEPAGE, MELISSA A	CLINIC	184.00	
LEROUX, ROBERT W	ASSESSOR	48,630.29	
LES, CATHERINE R	SCH CLERK	49,510.28	2,296.00
LES, RICHARD J	CAF	400.00	
LES, RICHARD J	CAF	13,792.18	3,973.00
LETENDRE, NATHAN C	SUB	1,687.50	
LEVASSEUR, DENISE M	SUB	2,404.50	
LEVASSEUR, SYDNEY G	CUSTODIAN	0.00	
LINSEY, LAURA M	PARA	2,830.46	
LOCKWOOD, SHELLEY	TEACHER	16,277.12	1,741.41
LOFTON, GLYNIS	PARA	7,400.34	1,282.52
LOGSDON, LYNN	TEACHER	79,479.54	1,566.34
LOMBARDI, JOSEPH	SEASONAL LABOR	8,336.00	
LORD, KENNETH	WWTP ASSIST DIRECTOR	83,828.18	1,250.00
LUKASKIEWICZ, PAUL S	OFFICER	52,053.46	9,405.98
LUONGO, SARAH E	TEACHER	18,641.43	435.00
LYNCH, ELIZABETH A	CAF	18,906.23	2,800.00
LYNCH, KERRY H	TEACHER	60,707.21	640.26
MACKIEWICZ, KATHLEEN	TEACHER	10,797.79	5,000.00
MACKIEWICZ, KYLE J	CUST	18,456.00	
MADDEN, THOMAS J	DRIVER	5,738.96	

MAHER, STEPHANIE J	LIBRARY DIRECTOR	65,877.40	
MAHONEY, CONSTANCE J	ASSIST PRINCIPLE	92,068.08	
MAILLOUX, RICHARD P	VAN DRIVER	8,149.56	
MALCOVSKY, EMILY M	BLD CLERK	31,401.42	400.00
MANCINI, PATRICIA	PARA	17,464.07	1,229.89
MANSFIELD, CHRISTINE A	PARA	15,400.02	3,742.00
MANTERIA, PENNY A	ASSIST PRINCIPLE	22,792.08	
MARCEAU, KATHERINE A	TEACHER	79,124.39	700.00
MARCIANO, NICOLA	TEACHER	45,080.09	16,923.18
MARCINIEC, KARYN	TEACHER	81,316.03	3,461.34
MARCINIEC, MATTHEW J	TEACHER	56,046.11	17,654.21
MAREK, RUDOLPH S	FOREST WARDEN	580.00	
MARTIN, MICHAEL S	TEACHER	55,197.12	824.53
MASLON, JOHN	ELECTION	141.75	
MASLON, NICHOLAS A	COMPUTER TECH	31,730.85	2,155.56
MASTALERZ, CECELIA C	ELECTION	141.75	
MASTERSON, SAMANTHA L	PARA	5,695.20	1,419.78
MASTORAKIS, TRACY P	LIBRARY	1,062.36	
MATERA, ANN E	TEACHER	64,246.52	
MATERA, TODD R	CUSTODIAN	48,520.00	4,547.89
MATIAS, SARAH A	TEACHER	65,224.53	462.00
MATTHEWS, ROLAND	COMPUTER TECH	70,636.20	6,590.00

MATTHIEU, COLLEEN E	PARA	5,145.56	1,765.45
MAYFIELD, KAYLA E	SUB	582.75	
MCCANN, JESSICA L	PARA	7,457.10	175.00
MCCARTHY, CHERYL	TEACHER	81,316.03	1,000.00
MCCARTHY, JENNIFER	TEACHER	77,940.89	6,730.42
MCDIARMID, JENNIFER T	TEACHER	58,707.84	11,653.24
MCDONALD, DEBORAH	SCH RECEP	25,799.18	5,075.20
MCGRATH, ANGELA	CLINIC	1,437.50	
MCHUGH, JAMES	ELECTION	84.38	
MCINTIRE, HEATHER	TEACHER	79,479.54	1,350.15
MCINTOSH-PATNOE, EMILY	FOOD SVC DIRECTOR	63,090.47	242.54
MCINTOSH-PATNOE, EMILY	CAF	1,850.00	
MCINTYRE, MICHAEL	TEACHER	27,329.85	181.00
MCKEE, VICKI L	PARA	14,411.99	1,282.86
MCNUTT, RYAN	TN MANAGER	136,460.25	
MEADOW, DANIEL	LIBRARY	24,933.62	
MELLENDEZ, HALEY	CLINIC	1,093.75	
MELNICK, CHRISTOPHER J	OFFICER	113,733.20	3,319.82
MELNICK, JOHN S	OFFICER	71,132.08	2,085.00
MENARD, BETHANY R	SCH COUNCILOR	1,367.00	
MENGEL, ALEESHA L	SCH CLERK	0.00	
MENTZER, MARY- ELIZABETH D	SUB NURSE	425.00	

MESSIER, CLAUDIA	TEACHER	50,092.54	12,450.00
METCALF, RICHARD	CUSTODIAN	36,723.20	436.15
MIARECKI, CHRISTINE M	ELECTION	67.50	
MIGLIOZZI, REE K	TEACHER	81,316.03	8,686.59
MIGNAULT, SARAH J	TEACHER	15,543.27	
MILLER, ISABELLA J	SCH CLERK	1,526.00	
MILLER, JONATHAN	CLINIC	427.50	
MILLER, MARK G	TEACHER	27,329.85	
MINER, VICTORIA	ELECTION	81.00	
MINNS, RYAN T	TEACHER	77,940.89	5,509.00
MITCHELL, JAMES E	LABOR	4,352.00	
MITCHELL, REBECCA J	CAF	9,601.50	1,200.00
MOFFA, FREDERICK	TEACHER	16,824.15	
MONAGHAN, KELLY A	TEACHER	59,723.00	497.00
MOORE, KACEY C	CAF	5,695.20	386.00
MORAN-STEELE, CAROL J	CAF	4,117.42	
MORGADO, ALEC	CLINIC	1,212.50	
MORRIS, ANDREA E	CLINIC	2,690.20	
MORSE, SHARON L	DRIVER	21,881.20	808.00
MOYNAHAN, DENNIS	WWTP OPERATOR	55,879.30	4,036.00
MOYNAHAN, ESTELLE M	ELECTION	67.50	
MULDREW, CHRISTOPHER B	PARA	9,874.25	

MURPHY, CAROL M	REGISTRAR	666.68	
MURPHY, KELLIE C	TEACHER	58,211.70	
MURPHY, TRACY L	PARA	16,118.81	1,833.22
MUTO, MARIO R	PARA	9,497.20	
NADEAU, ERICA L	SCH COMMITTEE	300.00	
NADOLSKI, LEE	SNR WORKOFF	165.00	
NAEGER, MATTHEW P	SUB NURSE	7,687.50	
NAREAU, BROOKE	SCH CLERK	2,996.00	
NAZIM, PATRICK M	SUB	0.00	
NGAN, ASHLEY M	LIBRARY	37,625.35	
NICHOLS, GERALD	INSPECTOR	12,449.25	
NICOLL, BRIAN D	VACTOR DRIVER	52,218.54	
NICOLOPOULOS, LEAH	PARA	21,107.67	1,430.01
NODURF, STEPHEN	CLINIC	437.50	
NOMPLEGGI, JOSEPH P	SCH COMMITTEE	1,200.00	
NOONAN, SANDRA	SCH COMMITTEE	1,200.00	
NORTH, BRITTANY A	SUB	4,809.00	
NORTH, DEBORAH L	DRIVER	15,227.82	350.00
NORTH, RODNEY A	OFFICER	54,321.20	3,952.01
NORTH, SUSAN	PRINCIPLE	110,109.30	1,920.00
NOVAK, JENNIFER	OFFICER	1,097.93	
NOWICKI, SALLY A	PARA	14,900.03	309.44

OBREMSKI, JENNA L	ADMIN ASSIST	43,215.64	
OBRIEN, ELIZABETH	TEACHER	77,940.89	900.00
OCHS, CHRISTINE M	CAF	19,191.80	600.00
OCONNOR, HELENE	LIBRARY	47,649.52	
OCONNOR, PATRICK J	C MONITOR	3,291.56	
OLSON, PAMELA K	SNR WORKOFF	750.00	
ORSZULAK, FREDERICK	ELECTION	145.13	
ORSZULAK, MICHAEL	TEACHER	77,940.89	900.00
ORZECH, MARY ELLEN	PARA	20,289.63	1,759.24
PAGAN, NATHANIEL	OFFICER	31,888.74	6,618.79
PANACCIONE, ANGELA C	CONSERVATION	21,361.45	
PARDO, JEFFREY E	JUNIOR FOREMAN	57,218.57	975.00
PARDO, JEFFREY S	SUB	900.00	
PARDO, LYNN E	DPW CLERK	33,279.99	350.00
PARE, CONNOR	CLINIC	1,090.00	
PARE, JASON	CLINIC	3,097.46	
PARE, JASON S	DRIVER LABOR	52,868.46	773.00
PARISEAU, MELANIE	CLINIC	4,387.50	
PARKER, AMANDA L	PARA	15,190.27	5,377.87
PARKER, NICOLE	CLINIC	470.14	
PARKER, NICOLE R	ADMIN ASSIST TN MAN	38,278.89	
PARSONS, MATTHEW J	OFFICER	110,877.41	16,491.00

PASQUAROSA, ANTHONY P	TEACHER	69,423.38	5,509.00
PAVINI, MICHELLE C	SUB	31,155.73	1,154.00
PAWLOWSKI, KARIN J	SNR WORKOFF	629.06	
PEDRO, DOREEN G	CUSTODIAN	15,369.84	
PERITZ SMITH, IVY	TEACHER	39,466.44	18,218.92
PERITZ, DAVID M	TEACHER	77,940.89	909.28
PERITZ, KATHLEEN	TEACHER	77,940.89	1,366.84
PERITZ, MORGAN K	SUB	607.50	270.00
PERNICIARO, ALISSA A	TEACHER	56,704.56	5,024.75
PERRON, HEATHER	TEACHER	69,423.38	1,006.71
PERRY, KARYN L	TEACHER	6,961.74	809.46
PETERSON, LAURIE A	SCH CLERK	6,054.30	1,348.00
PETIT, ALLISON F	ASSIST RPINCIPLE	93,120.16	630.00
PETIT, DAVID E	TEACHER	73,414.20	6,329.50
PETRASHEWICZ, JOHN G	SUB	7,930.25	
PETRASHEWICZ, MELISSA L	SCH CLERK	46,393.08	865.46
PHILLIPS, MARK J	TEACHER	81,449.16	
PICOTTE, RICHARD A	CUSTODIAN	11,271.52	
PIECHOTA, TAMMY A	DISPATCH SUPER	60,537.60	450.00
PILLERI, KATIE J	TEACHER	9,306.55	
PIRES, CORAL	CLINIC	7,425.00	
PIZZETTI, JENNIFER	CLINIC	425.00	

PLANTE, SYDNEY A	DOG OFFICER	38,758.63	
POTTER, GABRIELA J	ASSIST ACCOUNTANT	47,358.53	280.00
POULIOT, ANNE	TEACHER	69,423.38	2,650.20
PRESCOTT, LAUREL	TEACHER	66,922.56	1,000.00
PROSPERI, CAMERON W	OFFICER	37,248.62	256.00
PUCKETT, KRYSTIN V	PARA	16,200.23	322.00
PULCHTOPEK, MOLLY A	CLINIC	950.00	
PYZOCHA KIS, MELINDA L	TEACHER	50,611.04	106.00
QUENNEVILLE, REBECCA	CLINIC	2,125.00	
RAFTERY, MICHELLE R	PARA	16,118.81	3,356.00
RAPAGNOLA, CHRISTINE M	TEACHER	62,738.77	
RATHBONE, BONNY	SCH COMMITTEE	1,200.00	
RAYMOND, EMILY	SCH CLERK	1,504.00	
RAYMOND, EMILY M	CAF	27,743.20	
RAYMOND, RUSSELL P	DRIVER LABOR	52,614.36	754.36
RAYMOND, TINA MARIE	CAF	19,858.20	3,656.23
REGAN, KATHLEEN J	TEACHER	77,085.77	700.00
RICE, ANGELA M	PARA	1,090.80	
RIEL, CYNTHIA G	COMPUTER TECH	46,376.28	11,318.41
RIOPEL, HOLLY BETH	TEACHER	91,946.46	225.00
RIVERA, XAVIER L	COACH	3,395.00	
RIVERS, JOHN	DPW MECH	14,395.63	

RIZZO, KIMBERLY D	TEACHER	27,329.85	426.52
ROBBINS-DAVIES, EVA M	TEACHER	9,262.71	
ROBERTS, CATHERINE A	TEACHER	61,229.79	
ROBINSON, ELISE A	TEACHER	14,446.04	
ROCHE, MONICA L	SUB	0.00	
ROCKER, MELISSA M	SCH COUNCILOR	63,115.70	
RODRIGUEZ, FRANCESCA M	PARA	48,912.62	
ROGERS, COLIN A	DISPATCH	7,530.29	174.00
ROLLINS, JOSEPH P	LABOR	90.00	
ROMAN, KELSEY	CLINIC	6,100.00	
ROSAZZA, THOMAS	PARA	4,933.56	550.63
ROY, ALAN J	TREE WARDEN	1,750.00	
RUIZ-ROBLES, AIDELYZ	TEACHER	16,824.15	
RUSSO, DEBORAH	PARA	30,006.63	1,417.00
RUSSO, MARCIA L	PARA	1,408.95	
SACCO, AMY H	SCH COMMITTEE	5,454.60	
SALVO, NIA L	PARA	13,032.93	5,315.46
SANCHES, ANGELA F	LIBRARY	39,848.23	
SANDOMIERSKI, KADE	TEACHER	6,180.75	
SANDOVAL, CELSO A	COACH	4,905.00	
SANELLI, ANGIOLINA L	PARA	10,829.00	1,569.81
SANELLI, SUSAN	TEACHER	51,609.96	10,000.00

SANTER, JULIE A	TEACHER	81,316.03	700.00
SANTOS, HEATHER L	TEACHER	77,940.89	700.00
SANTOS, ROBIN	TEACHER	7,609.86	1,270.00
SAWICKI, JOSEPH	ASSIST DIRECTOR	7,379.65	
SCANLON, EMILY T	PARA	6,427.22	1,103.46
SCHNEIDER, ASHLEY E	TEACHER	33,727.68	4,158.25
SCOTT, MIA L	TEACHER	63,757.48	2,400.00
SEARS, JAMES M	WWTP TECH	55,688.77	2,845.00
SHAMSHAD, WARDA	SCH CLERK	0.00	
SHELTON, MELISSA A	PARA	14,822.45	1,198.74
SHORETTE, EMMA A	SCH CLERK	6,717.50	
SICILIANO, ELIZABETH D	NURSE	77,721.60	4,057.83
SIKORSKI, CAROL A	CAF	17,224.84	400.00
SILVA, STEPHEN A	CUSTODIAN	31,471.90	2,025.89
SIMARD, MARY	ELECTION	67.50	
SIMPKISS, KELLY J	TEACHER	79,479.54	3,000.00
SIZER, JESSICA R	TN COUNCILOR	1,200.00	
SKORUPSKI, JESSICA T	TEACHER	4,994.61	
SKOWRONEK, GERALD	DPW DIRECTOR	84,025.89	14,054.00
SKOWYRA, DONNA	PARA	17,038.74	5,793.63
SKOWYRA, THOMAS S	PLANNING BOARD	1,200.00	
SKROCKI, CHERYLANN R	SUB	1,837.50	

SLOAT, OLIVIA B	SCH CLERK	2,639.00	
SLOZAK, JUNE M	ELECTION	172.50	
SMITH, EILEEN P	PARA	17,250.89	4,760.50
SMITH, EVAN J	PARA	2,660.00	
SMITH, LAUREN J	SUB	1,500.00	
SMOLA, DERRICK S	PARA	11,498.75	1,998.00
SNYDER, SEAN	CLINIC	506.25	
SOMERS, RACHEL	CLINIC	12,150.00	
SPELKO, LORRAINE D	ELECTION	67.50	
SQUIER, CAROLYN M	CAF	13,784.49	
ST GERMAINE, DONNA	CLINIC	2,200.00	
ST JOHN, STEPHEN M	WWTP TECH	58,859.74	4,115.00
ST ONGE, LINDA	CLINIC	1,097.50	
ST ONGE, LINDA J	TREASURER	50,478.32	1,200.00
ST SAUVEUR, JOHN A	PT POLICE	1,395.00	1,843.63
ST. AMAND, URSULA	ELECTION	148.50	
STAHELSKI, GARY	INSPECTOR	6,483.75	
STAHELSKI, MADISON L			4,408.00
STATZ, INGRID	CLINIC		612.50
STINSON, CATHERINE	CLINIC		1,185.00
STONE, BARBARA	ELECTION		148.50
STREKER, CYNTHIA L	TEACHER		47,692.14
SULLIVAN, ERIN F	OFFICER	88,162.63	51,252.47
SUTTON, KATE A	SUB	405.00	
SWIATLOWSKI, CANDICE	ELECTION	155.25	

SYPER, JOZEF	CUSTODIAN	17,145.60	142.88
SZCZEBAK, SARAH J	COM DEV DIRECTOR	45,229.85	
TABLE, SANDRA	CLINIC	462.50	
TAMBACAS, LAURIE	TEACHER	77,940.89	1,583.50
TANTILLO, ANTHONY	OFFICER	33,275.87	3,507.09
TATLOCK, CRISTINA D	TEACHER	79,479.54	700.00
TENCZAR, RAYMOND L	OFFICER	69,273.25	1,082.00
THEOFANE, CHERYL J	ELECTION	172.50	
THEOFANE, JOHN	ELECTION	84.38	
THERIAULT, AMANDA L	SUB	2,404.50	
THIBEAULT, ALICIA A	TEACHER	23,340.78	
THOMAS, CRYSTAL A	TEACHER	3,036.90	859.00
THOMPSON, WILLIAM B	DPW OPERATOR	32,224.56	
TIMMERWOODZ, HANNAH M	TEACHER	4,786.24	
TINOCO, VANESSA E	SCH CLERK	5,125.00	
TOPOR, CHESTER W	REGISTRAR	666.68	
TOTH, DANIEL S	OFFICER	34,233.54	1,277.86
TRANGHESE, CHARLENE M	PARA	16,649.15	630.00
TRANIELLO, ANNAMARIA E	TEACHER	8,963.25	564.74
TREVALLION, JACOB A	TEACHER	46,701.65	535.00
TRIOZZI, DAVID M	TEACHER	78,982.27	6,141.79
TRIOZZI, JACQUELINE	SCH PSYCH	81,832.52	1,829.88
TROMBLY, JOY V	SNR WORKOFF	750.00	
TRYBUS, SHANNON	SCH COACH	3,038.00	
TRZPIT, EVAN J	CUSTODIAN	34,402.40	405.00
TRZPIT, KIM M	PARA	751.35	
TUCKER, MARSHA	ELECTION	67.50	
VADNAIS, BETSY	PARA	2,603.70	
VANCE, ANDREW D	SNR WORKOFF	750.00	
VANZANDT, KEVIN R	PT OFFICER	12,460.58	838.56

VARJABEDIAN, SOURPOUHIE	LIBRARY	10,441.21	
VENANCIO, KERI A	PARA	11,475.80	444.00
WAHLERS, RICHARD H	OFFICER	75,488.89	1,032.89
WAHLERS, RICHARD M	OFFICER	3,923.00	
WAHLERS, TAUNYA M	SCH COUNCILOR	79,479.54	177.85
WALCH, LISA A	PARA	16,928.67	1,980.42
WALLACE, CAMRYN E	CUSTODIAN	2,403.00	
WALLACE, LESLIE L	SCH CLERK	60,646.18	1,170.00
WALLACE, OLIVIA G	SUB	4,366.24	
WALSH, DAWN V	TEACHER	52,802.68	19,006.42
WANKO, VICTORIA R	TEACHER	8,963.25	3,397.74
WARNOCK-GRAPER, DIANE	ELECTION	141.75	
WEBB, IRENE	ELECTION	81.00	
WEBB, RUSSELL A	ELECTION	81.00	
WEBBER, MELISSA	TEACHER	81,316.03	1,495.20
WECKERLY, ALISON M	TEACHER	61,229.79	
WEEKS, BONITA J	BUILDING INSPECTOR	67,346.48	
WELSH, CHRISTOPHER P	OFFICER	73,808.22	836.28
WENZEL, KERI ANN	PRINCIPLE ASSESSOR	20,661.56	
WENZEL, MOLEIGH K	SCH CLERK	952.00	
WESTON, GERALD D	INSPECTOR	15,153.75	
WHITNEY, BARRY R	SUB	3,275.00	
WHITNEY, BRANDY L	TEACHER	40,395.91	
WILK, SANDRA	TEACHER	75,601.95	900.00
WILLIAMS, KARL S	TN COUNCILOR	1,200.00	
WILLIAMS, SCOTT A	WWTP TECH	65,763.20	3,960.00
WILSON, ASHLEY	CLINIC	4,600.00	
WIPPERT, STEPHEN E	WWTP TECH	53,188.46	3,115.00
WLODYKA, CONSTANCE	ELECTION	161.25	
WOLSKI, CORRINE N	PARA	14,108.56	
WOOD, JILLIAN A	TEACHER	60,038.98	
WOOD, KARISSA B	SUB	525.00	

WOSTENA, MARYANN H	ELECTION	67.50	
WRIGHT, REBEKAH A	PLANNING CLERK	29,242.53	
WYATT, ALANA A	PARA	943.54	
YON, ANTHONY C	POLICE	20,831.46	
YOUNG, NICHOLAS D	TEACHER	25,603.38	9,928.85
YOUNG, TINA	TEACHER	77,142.40	1,000.00
ZARENKO, DANA	PARA	25,180.98	1,371.90
ZEBROWSKI, RALPH J	WWTP TECH	59,863.52	3,285.00
ZELAZO, BETH	ELECTION	67.50	
ZOSCHAK, ANDREA L	TREASURY ASSIST DEPT HEAD	12,497.56	
ZOSCHAK, LAURA	PARA	17,304.90	4,592.34